BRUARY 1974

THE LABOUR GAZETTE

COPY A

REFORM could be the watchword of Canadian labour in 1974 as CUPE and other large national unions in the CLC fight to overhaul congress policies and to install a more "progressive" leadership. But to make this goal a reality, CUPE and its allies will have to win the support of a number of international unions. See: CUPE's Challenge to the CLC.

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Labour Canada Travail Canada

NEWS BRIEFS

■ **The Canadian Labour Congress has given general approval to an application for re-affiliation by the Canadian branch of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America,** pending the settling of what the CLC called "a few controversial matters." The 70,000-member Teamsters branch was expelled from the CLC in 1960 on charges of raiding members of a railway union.

The CLC also **gave support to a request by** about 49 out of 55 **Canadian locals of the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America to set up a provisional council.** In October 1973, the American parent union voted to merge with the Teamsters. The Canadian brewers will remain a CLC affiliate with CLC recognition of the union as custodian of the rights and privileges of the parent union.

■ **Private pension plans allowing employees to retire after 30 years of service, regardless of their age, have been approved for registration by Revenue Canada.** Previous departmental policy prohibited a federally registered pension plan from paying a full pension to anyone under 60 years of age. The only exception allowed a worker at age 55 with 30 years service to receive full pension.

The so-called "30-and-out" pension plan is optional and would allow a worker to retire at age 46 on full pension. Such plans would be acceptable for registration with the revenue department under the following conditions:

1. The employee must complete 30 years of service with one employer.
2. The optional retirement clause must be included in the pension plan through agreement between the company and the workers.
3. The pension plan conforms to provincial legislation and is acceptable to provincial authorities.
4. The plan contains provisions to ensure that the employee actually leaves the labour force.

The 30-and-out plan, advocated by the United Automobile and Aerospace Workers, **has already been incorporated by the UAW into its new Canadian contracts with Chrysler,** and is expected to win industry-wide approval in current or pending contract talks with other automakers.

■ **The Royal Bank of Canada has moved to offset the effect of inflation on pensions** by establishing an $8 million supplement to the pension plan for its retired employees. When integrated with government pension benefits, the bank said, it will restore the purchasing power of pension cheques—in terms of 1973 dollars—to the level when the employees retired. The supplement is applicable only after the first five years of retirement, and will affect about 1,800 of the bank's 2,400 pensioned employees.

As an example of how the supplement will affect the pensioners the bank cited a hypothetical case of a pensioner, with a dependent wife, who earned $10,000 annually

ien he retired 10 years ago. His irement pension of $7,200 had teriorated by 27 per cent, acrding to calculations using a ple of factors derived from the nsumer price index. To restore it 1973 purchasing power, a sum $1,944 a year computed from vernment old age security payents and the bank's supplement, ould be added to the 1963 pen-n. The adjusted payments were heduled to begin in January 74.

After enjoying moderate success in trying to organize the hite-collar workers of Toronto, e Canadian Labour Congress has oved its recruiting drive to Vanuver. The CLC's Association of mmercial and Technical Empoyees will be going after more an 40,000 potential Vancouver embers with billboard ads, radio nouncements and perhaps slons on books of public transit kets. The Association used the me campaign in 12 months of ganizing effort in Toronto, but it mits that Bay Street was "a hard t to crack;" **in December it announced it had signed its first collective agreement** with 40 office, unt and technical employees of e Underwriters' Laboratories of nada in Scarborough. The ree-year contract will increase orkers' salaries 25.1 per cent and ovides for statuatory holidays, cations and increased benefits.

e Congress is **optimistic** it will ve more success on the West ast, and a recent campaign in C.'s southeast area may prove it right: about 1,000 members were enrolled in six units in six months. Two groups of office and technical employees at Cominco Limited in Kimberley and Trail have been certified and one of them has signed a contract. Another group is waiting for certification, as are 18 employees of a Trail radio station. **High on the list of Vancouver institutions** for the CLC campaign are MacMillan Bloedel and the Bank of British Columbia.

■ **A bill providing for collective bargaining for British Columbia public servants received third reading in the B.C. Legislature last November.** Some of its main provisions are:

1. Three major bargaining units are to be set up for registered and psychiatric nurses, for employees whose professional standing is recognized by law, and for other provincial employees to be represented by the British Columbia Government Employees' Union (BCGEU).

2. The Labour Relations Board will certify bargaining agents for the three units and the Public Service Commission, formerly the Civil Service Commission, will act as the government bargaining agent.

3. A dispute settlement procedure will allow union or management to call for a mediator during a bargaining dispute. The mediator would have at least 10 days to resolve the disagreement or report to the Labour Relations Board that the issues remain in dispute. If both sides agree, the dispute would go to binding arbitration. As an alternative, a strike vote could be taken and if approved, workers could strike within 90 days, providing 72 hours' notice is given. The Government can also lock out its employees after 72 hours' notice.

4. Two-tier bargaining is allowed: master agreements would be negotiated to cover working conditions affecting all members in a bargaining unit, and subcontracts would cover wages and other working conditions pertaining to employees in the unit's occupational components.

5. A definition of technological change is given in the bill as the introduction of new equipment, processes or material that "significantly" reduces the number of employees required. Layoffs resulting from reduction in the amount of work to be done are excluded from this provision, but the Government is required to negotiate beforehand with the union affected on the impact of the technological change. If there is failure to agree on how the collective agreement should be amended, the union could require the Labour Relations Board, if it found that technological changes had occurred, to terminate the agreement. The union would then have the legal right to strike.

■ **A higher minimum wage for Newfoundland and Labrador workers, a modified social assistance program and the planned prosecution of able-bodied persons on welfare who refuse to work have been announced** by Newfoundland Premier Frank Moores.

The minimum wage, with a few exceptions for some workers, rose to $1.80 an hour from $1.40 on January 1, 1974. Next January 1, it will be increased to $2.20 an hour, at which time it will be reviewed by the provincial Minimum Wage Board.

The modified social assistance program also came into effect last January 1. Designed to raise the living standard of people on welfare and to provide an incentive for able-bodied persons to find jobs, the new program **allows persons on welfare to earn money while still receiving benefits.** Under the previous welfare program, said Moores, persons on long-term assistance who earned extra money lost their entire benefit. The new program allows a person either on short-term or long-term welfare to earn up to $200 a month and keep 50 per cent of it as well as the social assistance payment. Moores also announced higher family assistance payments.

There will be **strict enforcement against abusers of the new program,** Moores avowed. Social assistance officers will thoroughly investigate single able-bodied men and able-bodied childless couples who apply for assistance. Those found capable of working or of finding suitable work who refuse to do so will be prosecuted in court, he said, and if present laws are not adequate, new legislation will be passed.

■ **The International Union of United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) signed similar three-year contracts with Ford of Canada and General Motors of Canada last December,** but not before Ford had undergone a 13-day strike. A GM spokesman said the agreement between his company and the union was the first reached without a strike since collective bargaining began in the 1930's.

About 15,000 workers in Ford's Ontario plants—in Oakville, Talbotville, Windsor, Bramalea and Niagara Falls—went on strike November 23 to back demands for voluntary overtime and the implementation of the so-called "30-and-out" pension plan that allows workers with 30 years service to retire, regardless of their age. The strike ended when 78 per cent of the membership voted to ratify the new contract, which gave the workers higher salaries, better benefits, voluntary overtime and an improved pension plan. The overtime clause is considered better than the one given to Chrysler Canada workers (which called for the company to schedule compulsory overtime two Saturdays out of every three) and surpasses the American Ford company agreement (which calls for six compulsory Saturdays a year). Ford assembly plant workers in Oakville and St. Thomas and engine plant workers in Windsor can be required to work 10-hour days from Monday to Thursday, but Friday they will work eight hours with voluntary weekend work. Workers in the other Ford plants can refuse overtime after eight hours a day and 48 hours a week. Under previous contracts, Ford had been scheduling up to 56 hours a week for workers in certain plants.

Ford employees also gained the 30-and-out pension provisions and reduced the early retirement age to 55 from 58. But this last provision can be renegotiated when the contract comes up for renewal. Ford foundry workers achieved a "first" in the Canadian car industry by being allowed to retire after 25 years service. The early retirement pension program pays $550 a month as of March 1, 1974 and $700 a month for those retiring after September 30, 1978.

Wages were not an issue in the Ford contract and the settlement increased the wage of major assemblers 35 cents to $5.15 an hour plus a cost of living increase of 12 cents. The wage boost is retroactive to September 14.

The new UAW contract with General Motors was ratified by 85 per cent of the company's workers in plants at Windsor, Toronto, London, St. Catharines, Oshawa, Ontario, and Ste Thérèse, Québec. The terms were basically similar to those reached with Chrysler and Ford. GM employees will have a 48-hour workweek with weekend work or work over 48 hours a week on a voluntary basis. Retirement on full pension is available at age 55 for workers with 30 years service, and the average production worker received an immediate salary increase to about $5.12 an hour.

■ **The cost of living escalator clause provided for in the recent Chrysler-United Auto Workers agreement** is based on a combined U.S.-Canada consumer price index.

The combined index includes 10 per cent of the consumer price index compiled by Statistics Canada and 90 per cent of the consumer price index for urban wage earners and clerical workers compiled by the U.S. Bureau of Labor Statistics.

hen the combined index is be-
een 130.3 and 132.1, the formula
ernates between one cent for
ch 0.3 change and one cent for
ch 0.4 change in the index. The
st reports, which **The Labour**
zette used in its item in the De-
mber number (page 788), stated
at the esculator clause would be
the basis of one cent for each
5 change in the consumer price
dex.

e average of the combined in-
x for August, September and
tober is 135.5, giving the em-
oyees a 17-cent cost of living al-
wance effective December 3,
73.

■ About 300 delegates from the
500-member **Professional Insti-**
e of the Public Service of Can-
a (PIPS) approved, at the Insti-
e's fourth biennial convention,
ld November 22 and 23 in Ot-
va, **a reorganization program**
ht includes the concept of cor-
rate humanism and the creation
a professional council.

rporate humanism is the aban-
nment of the traditional adver-
y bargaining approach in labour
ations. It entails a new system
which the boss-employee con-
t is replaced by a democratic
ationship, not only at the nego-
iting table but also in the work
ce. It includes also a plan for
ching a collective agreement
ough final offer selection,
ereby unresolved issues are
bmitted to a selection officer.
th union and management state
ir final positions and offers on
se contentious points and the
icer will outright choose one or
e other. The theory behind **final**
er selection is that, because
ly one offer will be selected,
th sides will try to make their fi-
offers as fair and acceptable as
ssible so as to have theirs cho-
n.

The PIPS professional council is intended to be an umbrella organization for all professional groups in Canada. The council, for which PIPS has budgeted an initial amount of $105,000, is planned at first to be a loose federation of professional groups working together.

The working paper introducing the council idea, however, said the council in the future might negotiate collective agreements for its constituent members. The council will likely be workable in two or three years, according to PIPS officials.

Elected by acclamation to a two-year term as PIPS President was Ernie Eaton of Ottawa, head of the livestock section in the agriculture subdivision of Statistics Canada.

■ **A proposal to restrict employers from hiring new workers during a strike** has been put forward by the **Canadian Manufacturers' Association** as a way of controlling mass picketing, doing away with picket line violence and finding a solution to the "power play settlement" of labour disputes.

In announcing the proposal, Keith Rapsey, CMA President, said "the legitimate role which a strike plays is to use the marketplace to determine the relative fairness of the union demands and the employer offer. One test of the fairness of the employer's position in the dispute is whether he can employ sufficient numbers of persons possessing the required skills to operate his business if he chooses to try to do so."

In such cases, said the CMA, an employer should be bound to offer striking employees and the replacement workers the same wage and benefit levels that he had last offered the union. He would be obligated also to advise the new workers that a strike was in progress, the name of the union and both its and his last position for settlement. The employer would be able to offer the new workers more pay only after he offered the higher salary to the strikers; if the union refused acceptance, the employer would then be permitted to pay the new workers the higher benefits, the CMA declared.

"Nevertheless, it is likely that responsible employers would not object to such restrictions being placed on them if, at the same time, there were clearly defined restrictions established with respect to permissible picket activity, coupled with meaningful enforcement procedures," said Rapsey.

■ The names of 10 women appointed to the Québec Council on the Status of Women were announced in December. They are: Berthe D. Bellemare, of Montreal, a member of the Confederation of National Trade Unions and the Québec Women's Federation; Juliette F. Demers, vice-president of the Rimouski CEGEP; Ginette Grenier, a teaching development agent for the Lac St. Jean school

board; Jeannine Hébert, a Trois-Rivières business executive; Francine C. McKenzie, a university administrator for the University of Québec at Québec; Thérèse Paquet, administrative secretary in the Trois-Rivières School Commission and a member of the Centrale des syndicats démocratiques; Caroline R. Prestieau, a Montreal economist and member of the Québec Women's Federation; Pierrette B. Pothier, an administrator in the Montreal housing office and member of the Québec Women's Federation; Lilian Reinblatt, a Montreal lawyer; and Claire Robitaille, financial controller for the Québec Federation of Labour in Montreal.

The council was created last June to study and report on any matters regarding the quality and respect of women's rights. Also members of the council are seven provincial deputy ministers.

■ The Pulp and Paper Workers of Canada has changed its name to the Pulp, Paper and Woodworkers of Canada in a bid to represent woodworkers as well as pulp workers. Many workers represented by the International Woodworkers of America (IWA) want a change in union and the PPWC has changed its name to accommodate them.

The original PPWC was formed in the early 1960s when it broke away from the International Brotherhood of Pulp, Sulphite and Papermill Workers as part of a trend to established purely Canadian unions. The IWA is still the biggest woodworkers' union in Canada with 50,000 members, 38,000 of which are in British Columbia. The PPWC represents 6,100 workers, including 4,500 in B.C. pulp mills.

FEEDBACK

I endorse Stan Little's comments (in the November issue) on international unions and on their enemies, such as the Committee for an Independent Canada.

But I believe Brother Little has oversimplified the reason for union structures in Canada that are in some ways less than perfect.

It is only half true to blame "a spillover from the American set-up" for the presence of many small unions in Canada.

In fact, the national unions are not exemplars of more rational union structures. It is true that there are nearly 100 international unions in Canada. But it's also true that there are 84 national unions. The average membership of the international unions is larger (14,893) than the average membership of the national unions (11,432), according to the most recent statistics available for 1971.

While there are 75 international unions with fewer than 30,000 members in Canada, there are 77 national unions with fewer than 30,000 members. I agree, and I think most international and national union members would agree, that there are too many unions, and too many unions that cannot muster the resources to provide all the services that a modern union must.

Brother Little knows how difficult it is, when dealing with complex relationships of human beings, to convince them of their common needs and common goals. This is why union mergers are very difficult to achieve. But we shouldn't look for "outside influences" to blame when solutions to problems are within our own control.

Most merging of unions has come in the international unions. In just the past six years, for instance, the Steelworkers have merged with the International Union of Distri 50, with the Stone Workers a the International Union of Mir Mill and Smelter Workers.

The Graphics Arts Internatio Union was formed in 1972 by merger of the International Boo binders and the International Lit ographers and Photoengrave Two International paper indust unions merged in 1972 to crea the United Paperworkers' Intern tional Union, and the Unite Transportation Union result from a merger of three intern tional unions (and a fourth th had members only in the Unit States). Last October, the Intern tional Printing Pressmen's Uni and the International Stereotype and Electrotypers' Union merg into the International Printing a Graphics Communications Unio

But one of the largest mergers th would have occurred in Cana was voted down in a special co vention of the Canadian Brot erhood of Railway, Transport a General Workers, a nation union.

While Brother Little and I m think the CBRT was wrong, have to defend the right of t members of the unions concern to work out their bargaining a union relationships by themselv in the ways that they see servi their needs.

Lynn R. Williams,
Director, District 6,
United Steelworkers of America,
Toronto, Ontario.

NTERNATIONAL ROUNDUP

"In terms of comfort we shall ve a harder Christmas than we ve known since the war." With ese words, Prime Minister Ed- rd Heath ordered **a three-day rkweek for most of Britain's in- stry** beginning January 1.

e drastic decision to cut "non- al" production by about 30 per nt was the **Government's re- onse to major disruptions in tain's energy supplies** caused Middle East oil cuts and slow- wns among coal miners, railway gineers and electricity workers allenging the government's ase III pay code limiting in- eases to 7 per cent with extra yments for working "unsocial urs."

The emergency measures boosted the unemployment rate and brought sharp pay cuts for some 13 million workers. The remaining nine million have agreements for minimum weekly wages.

Additional taxes and austerity measures—including credit restrictions and sharp cuts in government spending—were also deemed necessary to correct the large balance-of-payments deficit in Britain's trade and to curb inflation. The foreign trade deficit in October and November was $1.4 billion—the worst two-month deficit in British history.

"We shall have to postpone some of the hopes and aims we have set for ourselves for expansion and for our standard of living," Heath told a stunned nation.

About 70 per cent of Britain's electricity comes from coal-fired generators and the Government attributed most of the crisis to the militant miners and railwaymen whose work slowdowns and bans on overtime impeded production of coal and its delivery.

The unions charged that the Government chose to take these steps rather than to settle the country's labour disputes in order to smash the power of organized labour. While the bitterness of the unions has something to do with economic inequalities, inflation, and what is a reasonable wage, their current militancy has been shaped equally by class antagonisms and by a strong desire for major social and political change. To many a worker, the union is his weapon in the class war, and the struggle with employers is viewed as a class struggle.

■ **A one-day general strike in December against soaring prices caused major disruptions in France.** Bus and subway service was drastically reduced, cars jammed city streets and clogged roads to Paris, garbage remained uncollected outside homes and offices, and electricity cuts dimmed many quarters, intensifying the chaos on the roads as traffic signals went out. Also hit were mail deliveries, broadcasting, newspapers and entertainment.

About 100,000 strikers marched through central Paris in a massive show of discontent over the 11 per cent inflation rate and thousands of demonstrators paraded in other cities. But despite the size of the strike, claimed to be the most widespread since the 1968 worker-student uprising against Charles de Gaulle's Government, it did not bring the total shutdown that its organizers, France's powerful left-wing unions, had expected.

It came only a day after the Government announced new measures to control inflation, including price and profit controls, credit curbs and reduced government spending. The Government also raised interest rates on deposits at national savings banks, increased advance payments of income and company taxes, and froze rents in an effort to cut down the amount of money in circulation. It declared no freeze on wages but called on unions and employers to co-operate in keeping down pay increases in 1974.

■ **Australia's Labour Government has introduced legislation guaranteeing basic rights and freedoms and barring discrimination on the grounds of race or sex.** The new measures are designed to implement Australia's adherence to the United Nations Declaration of Human Rights.

The Attorney General, Senator Lionel Murphy, told the Senate that the human rights bill would take the place, as far as possible, of a bill of rights, which was absent from the Constitution.

On the same day that the legislation was introduced in Parliament, the New South Wales state conciliation commissioner announced new wage regulations giving equal pay to about 50,000 women typists and other office staff now receiving less pay than men doing the same work. The new scales will be fully implemented within 15 months.

■ **Although women continue to be subjected to discrimination in professional life, the trend is away from "protective" statutes,** which are increasingly viewed as obstacles to equal treatment, according to a report released by the International Labour Office.

The ILO report noted that in most industrial states, "the tendency is to concentrate women in the lower ranks of relatively few professions." Furthermore, women are "underpaid in the sectors where they are in the majority, even in professions of great value to society," such as nursing and teaching.

In most countries "there are still serious gaps in the early education and training of girls compared to boys," the report said, noting that girls tended to go into the humanities and to stay out of most branches of science and technology. And "in many countries, the whole of the protective statutes applying to women are being reconsidered because they seem to create a conflict between the privileges they grant and equality of opportunity.

"The general trend seems to be to deal with risks run by all workers and to improve protection standards for men and women, without distinction," the report stated.

■ **"The United Nations pleads guilty to violating its own charter. The charge—discrimination against women.** A report recently produced by a colloquium of senior UN officials concludes that professional women are not being treated right in the UN secretariat. It is the familiar story. Not only are staff rules discriminatory; because of recruitment and promotion practices, women cluster in the lower grades and in traditional women's jobs and tend to be older and better qualified than men on the same level.

"The report produces some dramatic evidence: the proportion of men to women on the professional staff is 4 to 1 but the proportion at the directors' level and above is 37 to 1. And it refutes the old saw that women do not get promoted because they do not stick to their jobs. In a sample of people employed in 1951, the proportion of men and women who were still with the UN 20 years later was virtually identical; but predictably the men were concentrated at the higher levels with their female colleagues bringing up the rear.

nd why does the United Na-
ns discriminate against women?
inly, the report suggests, be-
se it reflects the prejudices of
member states, which tend nei-
r to nominate women for the
retariat nor to include them in
ir permanent missions in New
k. The worst offenders in this
ond category are the avowedly
litarian countries of eastern Eu-
e, which have only one female
resentative among them, com-
ed with 61 from Latin America.

here the UN shows up best as
employer of women is in com-
ison with the domestic civil
vices of its members. The secre-
at, with nearly 20 per cent fe-
le officers, comes second after
nce in a list of 53 countries, fol-
ed by Hungary and the United
es. Pakistan gets the booby
ze with 0.7 per cent female ad-
nistrators, and Japan is next
est with 1.2 per cent. Britain
ks 22nd on the incomplete list,
h women doing 7.5 per cent of
non-clerical jobs in Whitehall,
below Guatemala and a frac-
n above Syria." (From **The**
nomist, Dec. 1, 1973.)

The **United States** Govern-
nt has launched its **first broad**
aranteed income scheme for
poor, a welfare innovation
t will put an additional billion
lars a year in the pockets of
eral million people.

The new legislation, passed by Congress in 1972, guarantees each eligible person a **minimum income of $130 a month,** increasing to $140 in July. It will mean **substantial increases for many of the nation's poor** who now receive assistance cheques because they are aged, physically disabled, or otherwise handicapped.

The scheme, effective January 1, is being closely examined as a model for a guaranteed income for all of America's poor. It eliminates the wide variation in assistance levels of state plans, and it is financed directly out of the U.S. treasury, which means it is pegged to a progressive tax system.

Officials estimate that the program will immediately affect about three million people who are now covered by state welfare schemes for the aged, blind and disabled. Benefits in about half the states are below the $130 a month minimum, but in 14 states, the present payments are considerably above the new guaranteed income. It is expected that another three million persons will be brought into the program.

■ A survey published by a leading British employment agency disclosed recently that there are **10 job openings for every secretary in London.** And in a country where the average weekly wage for men is about $100, an inexperienced typist can command $67.50 while her more experienced colleague will receive $75. Thrown into the tempting salary bin are a host of fringe benefits that girls on the other side of the Atlantic would envy. There are offers of free tickets for weekends abroad, top hotel rates and supper parties, even mid-morning cocktail breaks. One firm offered a red sportscar to "the lucky girl who joins our go-ahead young team."

But **London is not unique.** Across most of Europe, even in the Soviet Union, secretaries and typists are scarce. Russia's official newspaper **Pravda** said that the lack of secretaries was "a matter of state importance" and called for more secretarial schools of which there are now only seven. In Amsterdam, school teachers can hope to take home $640 a month as secretaries. Salaries in Stockholm, where the shortage is increasingly acute, are static at an average $600-$700 a month. In Paris, demand exceeds supply only at the very bottom of the ladder. Belgium, as a bilingual country, has special problems, with one official explaining: "It's very difficult to get a fully bilingual, fully competent secretary." For the skilled, $500 a month is about average. But in Frankfurt, where there are 1,000 secretarial vacancies, beginners can earn $1,000 a month.

■ Take 160 housewives for a day and free them from their daily domestic routine in the fresh air of 300 acres of Australian bushland, playing fields, and waterways. Provide them with coaches to get there, baby sitters, sports instructors, and let the Government pay for it all. It may seem a frivolous proposal, a waste of money, slightly sinful perhaps, but the women are not scorning it.

The day-away-from-it-all is sponsored by the New South Wales Government's Sport and Recreation Service to get housewives out so they can meet other women and try out new skills, thus broadening their horizons and giving them confidence and opportunity to make the most of their potential.

This non-militant liberation is organized in Sydney by a man, Bill Gibbs, the State's newly appointed co-ordinator of recreation. Many of his helpers at these housewives' recreation days, as they are called, are young men the Sport and Recreation Service is training for the Australian Recreation Diploma.

"We're trying to bring recreation to everyone's level and provide the facilities at a price everyone can afford," Gibbs says. "We've started with women because we want to get housewives out of the house, to stop them vegetating. We think we're providing them with a healthy, active opportunity for self-expression at a sport they've never tried because they haven't had the chance, or because they are shy and think they will look foolish if they join regular players."

The recreation days have been held mainly in areas of low income, newly married families. The housewives are often young with a young pre-school-age family, and there is often little of the family budget left for leisure or recreation. Gibbs says the program has been aimed so far at "deprived women"—those who do not have the money to spend on recreation and leisure, and those who are confined to their homes because they have young children and women who live in areas where there are no recreation facilities, or are reluctant because of shyness to approach sports groups in their neighbourhoods.

■ The Executive Board of the International Confederation of Free Trade Unions (ICFTU) has defined its **strategy toward multinational corporations** in a declaration to be submitted to the Economic and Social Committee of the United Nations. It calls for rules of conduct for the multinationals to be negotiated multilaterally. Enforcement of these directives should be entrusted to an institution in which trade unionists should be represented in the same manner as they are within the International Labour Organization.

Amongst the items which the ICFTU is proposing to include in this international charter is the obligation of multinational companies to recognize the trade unions, to respect the Conventions of the ILO, to conform to the most progressive standards in industrial relations, to publish overall and uniform financial reports as well as details of the wages paid and the conditions provided within each of their branches.

The multinationals would also be obliged to contribute on a substantial scale to the development of the socio-economic infrastructure of the developing countries where they operate, to use labour intensive techniques and to harmonize their national and economic social planning by regular

consultation with the governments and trade unions concerned. For governments the obligations would be of a legal nature and would cover the control of fusions, trusts and cartels in the interest of the workers, and the control of foreign investment in an effort to encourage trade union freedom in countries where this is not respected.

■ The Governing Body of the International Labour Organization has decided to pursue the recommendations of its Committee on the Freedom of Association regarding a complaint against the Government of Japan lodged by the Japanese Postal Workers' Union (ZENTEI), the General Council of Trade Unions of Japan (SOHYO), the Postal, Telegraph and Telephone International, and

e International Confederation of
ee Trade Unions. **The ILO has**
awn the attention of the Japa-
se Government to "the impor-
nce which must be attached to
e right of free collective bar-
ning in the public services." It
o emphasized that the strict ap-
cation of sanctions against the
stal workers, who have had to
ort to strikes, cannot lead to an
provement of industrial rela-
ns in the postal service.

Rinaldo Repetto, owner of a
etal casting plant in Ovada, Italy,
s tired of trade union battles, so
decided a little more than a
ar ago to turn over his factory to
of his 27 employees who ac-
pted the offer of sale. They
ught the plant's stocks, hired
petto as a plant supervisor and
w pay him a yearly rent for the
emises. Result: production has
en markedly, absenteeism has
but disappeared, and the work-
ek has climbed from 40 to 50
urs. During the year, the
rker-bosses have kept their sal-
es unchanged and hired seven
w workers at the same pay.
ow that we have a direct inter-
in the factory, we do our best
increase production and prof-
" said one worker. Sales from the 17-worker factory have nearly doubled from the level when 27 workers were on the job. "It's no wonder they achieve such results," said a local trade unionist. "They work longer and have no pauses in production. Sometimes they even work on holidays."

■ There is speculation that **a sustained fuel shortage in the United States may spur greater use of the shorter workweek in that country.** In terms of conserving energy, fuel can be saved by reduced use of vehicles, especially by commuters who use their cars to reach their offices or factories. Not only would this mean a reduction of at least 20 per cent in the fuel that Americans now expend in getting to work, but traffic pressure would be reduced because the "weekend" would mean different days to different families, with less gasoline wasted by cars stuck in traffic jams at weekend rush hours.

■ The German Democratic Republic became the 124th member of the International Labour Organization in January.

■ One of the five human rights prizes awarded by the United Nations on the accasion of the 25th anniversary of the Universal Declaration of Human Rights has been bestowed posthumously on Wilfred Jenks, Director General of the ILO, who died on October, 9.

50 YEARS AGO

■ Employees' superannuation in Canada—existing public and private schemes for retirement insurance as provided by the Dominion and provincial governments, some larger municipalities, and an increasing number of private employers—is described in the February 1924 issue of **The Labour Gazette.**

Among private employers, "superannuation and other forms of employees' welfare work" have been undertaken in recent years for philanthropic reasons, to stabilize employment by reducing the waste that has been caused in industry by an unnecessary amount of labour turnover, and to increase the efficiency of workers by easing their living conditions and removing their anxiety for the future. Most private superannuation schemes differ from those for public employees in being on a non-contributory basis, whereas public service superannuation is based on the principle that employees contribute fixed amounts, which are supplemented by equal amounts paid by the public authority concerned. In some cities, municipal schemes are confined to members of police and firefighters' organizations, but at the present time considerable progress is being made in providing safeguards for all civic employees against the possibility of their retirement under normal conditions.

The following paragraphs describe the provisions made in several provinces for the superannuation of provincial civil servants.

"Superannuation benefits for provincial government employees are provided by statute in Québec, Ontario, British Columbia, Alberta and Nova Scotia. Pensions for civil servants in the province of Québec were first given under an Act of 1877. This Act includes many features that are still preserved in more recent legislation, and is noteworthy as being the first legislation enacted in Canada to provide pensions for the widows and children of employees.

A Public Service Superannuation ct was enacted in Ontario in 920. Provision had previously een made under the Ontario ublic Service Act (Revised Stat-tes of Ontario, chapter 14, sec-on 18) for the payment of grat-ities to employees discharged by eason of age, ill-health or infirm-y, in consequence of departmen-l changes, or for any cause other han misconduct. The gratuity was aid to the employees personally, o his representatives or any mem-er of his family, upon the order f Lieutenant-Governor in Coun-l, and was limited to a sum equal o the amount of one month's pay or each year of his service. The ct of 1920, however, first estab-shed superannuation allowances s a right of the employees of the overnment.

"A Superannuation Act was placed upon the statute book of British Columbia at the first session of 1921 (Statutes of 1921, chapter 60). The Act includes provision for superannuation allowances, not only for provincial government employees but for those of municipalities and school boards and also for such employees in general industry in the province as might choose to enter into an agreement with their employer to take advantage of the Act. The British Columbia Act differs also in many other respects from other provincial acts.

"A Superannuation Act was passed in Alberta in 1922 (Statutes of 1922, chapter II). One of the distinctive features of the Alberta and Ontario Acts is that they are administered by boards that include representatives of the provincial Civil Service Association. The co-operation of the employees is also secured to some extent under the British Columbia Act, but in that province the employees' representative acts only in the capacity of adviser to the Civil Service Commission.

"The Nova Scotia Public Service Superannuation Act (Statutes of 1923, chapter 5) became law at the session of 1923, but has not yet been proclaimed as in force.

"The various acts ... have many features in common. All require contributions from the employees, similar amounts being contributed by the respective governments. The age of retirement is mostly at 65 years, and benefits are given not only to the retired employees but, in the event of their death, to their widows or children under eighteen years of age. The minimum period of employment required to qualify for an allowance is ten years in most provinces, and the maximum period during which contributions may be deducted from the salaries of employees is 35 years. The main variation is in regard to the calculation of the amount of allowances. Some provinces require employees' contributions at a fixed rate of deduction from their salaries, the benefit being calculated in relation to the amount standing to the employee's credit, while in others the amount of benefit is fixed directly on the basis of the employee's salary, the percentage of deduction from salary being so adjusted as to provide means for paying that amount."

CUPE'S CHALLENGE TO THE CLC

BY GEORGE SANDERSON

A major split in the labour movement was averted in November when the Canadian Union of Public Employees (CUPE) postponed its threat to break away from the Canadian Labour Congress (CLC) in a jurisdictional dispute over the right to organize provincial government employees. Instead, delegates to CUPE's 10th anniversary convention in Montreal passed a resolution proposed by their national executive board that CUPE "embark on a program of reform, revitalization and change of leadership of the Canadian Labour Congress." But the 1,000 delegates also authorized their national executive to disaffiliate the union from the 1.8-million member Congress if the proposed reforms are not adopted at the CLC's convention next May in Vancouver.

Although passage of the resolution followed an impassioned two-hour debate marked by **bitter criticism of the Congress,** the option of withdrawing at once from the CLC was discarded because "there should be, if at all possible, a strong central of all unions for both the public and private sectors."

Opposition to the resolution came mainly from British Columbia delegates, who wanted the withdrawal ultimatum deleted. Harry Green, Vice-President of CUPE's B.C. division, declared that it was unlikely, if not impossible, for CUPE to win full acceptance for its entire reform program by next May and that the fight must continue without any pullout from the CLC at later conventions. "If the trade union movement is fragmented, we in the public sector will be the first to suffer," he said.

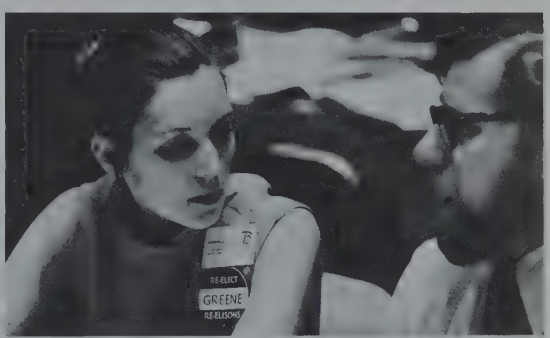
Vancouver delegate Dave Werlin warned that disaffiliation would be disastrous for CUPE locals in B.C., which, he said, have received valuable assistance from other CLC unions in several long and difficult strikes. Another west coast delegate, W. N. Ferguson, was fearful that a split would lead to massive raiding on CUPE members. "A lot of international unions are waiting for us to leave," he warned. "They'll descend on us like a pack of hungry wolves."

Though **CUPE is being backed in its efforts by several other large unions**—including the Public Service Alliance of Canada and the Canadian Brotherhood of Railway, Transport and General Workers—**its supporters want it to remain in the central labour body.**

Delegates at CUPE convention

SAC President Claude Edwards, for example, as-ured CUPE delegates that his union would do all in s power to develop a united front to reform the LC, but urged them to remain in the Congress "be-ause we do not need further divisions in the House f Labour ... Let us work instead to improve the ongress and make it really provide the full range of ecessary services."

imilarly, **Louis Laberge,** President of the Quebec ederation of Labour, promised **QFL backing in the ght for reform,** but told CUPE members: "We have ever won a fight by running away from it," he said. You may not win it, but if you try, we shall be be-ind you." Laberge was sharply critical of the CLC adership, which he accused of being "blind" to hat was happening in Canada. "We will turn the LC into an organization that is no longer ruled by Vashington and Pittsburgh," he said, referring to the fluence of international unions in the Congress.



Should CUPE decide to leave the CLC in May, however, the PSAC and CBRT could not follow suit before consulting their national conventions in 1976.

CLC President Donald MacDonald said, in reply to CUPE's ultimatum: "We are certain, once a central body of organized labour like the Congress establishes a precedent giving officials absolute veto in any matter that might affect the intent of the whole organization, the central body will cease to be the free democratic parliament of labour it was intended to be." Similarly, CLC Vice-President Jean Beaudry said the **Congress could not submit to CUPE's "blackmail."** If it bowed to CUPE it could face similar threats or pressures from other affiliated unions.

The pressure for change arose from a recent **CLC decision to grant direct affiliation to three associations representing provincial government employees** in Alberta, Newfoundland and Prince Edward Island. CUPE maintained that the Congress **went against a long-standing promise to recognize CUPE jurisdiction over all provincial government employees except those in B.C.,** who were in the CLC before CUPE was formed. But, the union, which represents about 185,000 provincial, municipal, hospital, schoolboard, university, CBC and other public employees in all 10 provinces, offered to abandon its jurisdictional claims over the provincial associations provided they were required to form a strong national organization before being allowed to affiliate with the Congress. It argued that the three groups had not lived up to any recognized standards of trade union performance and that immediate CLC affiliation would merely give them "the cloak of respectability without any real trade union tendencies."

Although CUPE has established its capacity to act for provincial government employees, and although other public service unions in the Congress supported CUPE's protest, the CLC executive council mustered the necessary two-thirds majority in September to waive the provision forbidding direct affiliation if an existing Congress affiliate can act for the applicant. While it conceded that the associations may be weak now, the Congress gave them two years to form a national federation of provincial government employees to be called the National Union of Provincial Employees.

CUPE's President, Stan Little, felt that the union's organizers should have been given more time to sell their union and trade unionism to the "weak" provincial associations "who went running to the Congress, not through sudden conversion to trade union principles, but to obtain protection against the possibility that their members might be contaminated by progressive public employee unionism in the form of CUPE."

Delegates with recording of new CUPE song, introduced at the convention

CUPE claimed, moreover, that the CLC had "without so much as one attempt on its part to have a joint meeting of any sort set up ... continually, progressively and deliberately encouraged these employees to become affiliates of the Congress" by promising them the same services available through CUPE for the tiny per capita tax of 15¢ a month. (CUPE's monthly dues were raised at the convention from $2.50 to $3.55 a month per member, effective Jan. 1, 1974, including the CLC's 15¢.) The union argued that the CLC could not provide services on a par with its own and that the cheap rate was a false saving.

The Congress denied that it could not offer the same services as CUPE and said the union was demanding more for itself than has been accorded other affiliates in similar circumstances. But several delegates at CUPE's latest convention suggested that the Congress acted the way it did because it feared the rise in CUPE's growth and power. It is Canada's largest and fastest growing union, signing up 1,000 new members a month.

CUPE's quarrel with the Congress goes beyond the jurisdictional dispute, however. In his speech to the delegates, Stan Little attacked the Congress' "smug orthodoxy" and charged that the current CLC leadership is "blind to the social and political changes that have been occurring under their noses over the last 20 years. The Congress decision to admit weak associations of provincial government employees is not only an admission of the CLC's acute myopia; it compounds the problem." **CUPE and its allies say reform is necessary** to bring the Congress into contact with modern social and industrial problems. **They want the CLC to take a more progressive stand** on a number of issues and complain that the central labour body has been taking too many of its policies from U.S.-based international unions.

The CLC's critics are quick to point out, however, that the schism should not be interpreted as an attack on the international unions, which account for the majority of the Congress' affiliated membership. They say that the reforms they are proposing may be subscribed to by many international unions.

"One of the underlying factors in our problems with the CLC," said Little, "is the **relationship of public service unionism to the more traditional 'blue-collar' unionism of the private sector,** which he charged has suspicious of and even hostile toward public employees. He believes that the latter are "the wave of the future" and that "white-collar or non-manual

B.C. Premier Dave Barrett and delegates

employment will be increasingly important." The Congress should therefore start paying more attention to these groups than to the "stodgy and inflexible" industrial unions that have dominated the labour scene over the years.

Little, who has been in the forefront of labour opposition to the CLC for more than two years, also released **a working paper outlining the reform proposals that CUPE wants adopted at the CLC convention in May.** The document, which is sufficiently vague and flexible to allow for some compromise, was drafted jointly by CUPE executives and by the leaders of two other national unions: the Public Service Alliance of Canada, representing 140,000 federal government employees, and the Canadian Brotherhood of Railway, Transport and General Workers, with 35,000 members. It calls for: **(1)** minimum performance standards for unions as a prerequisite for affiliation to the CLC, with the Congress enforcing those standards; **(2)** mergers to reduce the number of small or weak unions and to clarify jurisdictional lines—not only in the case of provincial employees, but throughout the labour movement; **(3)** a greater degree of autonomy for Canadian branches of U.S.-based unions in matters affecting policy, financing,

services and election of officers; **(4)** improved Congress services for affiliates, including better organizing techniques, research facilities, public relations, and regional services; **(5)** closer co-operation between the CLC and other national and international organizations to combat multinational corporations.

Ed Finn, legislative director for the CBRT, points out that most of the reform proposals have already been approved—albeit in watered-down versions—by previous CLC conventions. This time, however, the delegates will be asked to endorse more positive, more detailed and more incisive resolutions that must be timetabled and enforced rather than left to the council to pursue at its leisure.

Above all, the reform group wants "progressive" officers committed to implementing their objectives elected at the May convention. They believe it would be futile to push for reforms and expect them to be implemented by the existing CLC executive council. "If the majority of the council were disposed to make the changes advocated by the big three national unions, they would have done so long ago," says Finn. "To have the faintest hope of translating their reform policies into action, the national unions—and the American unions they hope will support them—must therefore run a reform slate at the Vancouver convention."

The reformers will have to muster a majority of votes, Finn adds. But "they could not manage that feat if the struggle were polarized between national and international union delegates." Because delegates to the convention are allotted on a representation by population basis, and because the big three nationals comprise less than 30 per cent of total Congress membership, **the only way that they can gain control of the Congress is by expanding the alliance to include other unions.** CUPE's Little is confident of support not just from other national unions, but also from some of the big internationals. He expects that the goals outlined in the reform paper will be endorsed by unions representing some 500,000 mem-

Don Secord, CBRT&GW; Stan Little; Claude Edwards outline their proposals for reform.

bers in Canada, including the postal workers, the United Auto Workers, the Oil, Chemical and Atomic Workers and the Food and Allied Workers.

If all the CUPE, CBRT and PSAC delegates and their allies show up, they could, conceivably, command close to a majority, but few unions can afford to send all their delegates to a convention as far away as Vancouver, and CUPE, the largest in the group, is not a wealthy union. Even if CUPE does commit a large proportion of its revenues to sending delegates to the convention, there is nothing to indicate that its partners will definitely follow suit. Moreover, the not-as-like-minded unions—which represent nearly three quarters of the Congress membership—could easily counter with an attendance drive of their own.

Few of the major union leaders would quarrel with most of the reform proposals—particularly those regarding Canadian autonomy and adequate services for members—**but some of the goals,** while for the most part desirable, **appear impractical.** There is, for example, the problem of consolidation. William Mahoney, Canadian director of Canada's largest union, the United Steelworkers of America, points out that no one has come up with an answer on how to merge unions against their will. "It's not easy to tell people they cannot have the union in which they are now members," he says. Moreover, a small union is not necessarily a bad thing. One that operates in a narrow region and serves a specialized membership can often do just as good a job for its members as a large union. Secondly, there is the question of what to do with the union, small or large, that does not conform on home rule, services, or any other prescribed standard of conduct. The Congress currently has no power to interfere in the internal affairs of its affiliates—because the latter, who decide the Congress' constitution, prefer it that way—but even if it did, expelling unions that do not conform is not the best way to bring unity to the Canadian trade union movement.

Since the power rests with the major affiliates, who must determine any structural changes, **any attempt at transforming the Congress will depend ultimately on reforming its constituent unions**—particularly the large internationals—or replacing their leaders, who make up the CLC executive council, with more reform-minded unionists.

Whether CUPE and its allies will succeed in their efforts to overhaul the Congress is anyone's guess, but one thing is certain, the next CLC convention promises to be one of the most exciting events for labour in 1974.

Other Highlights

Other highlights of CUPE's national convention in Montreal included a **commitment to deal directly with politicians in collective bargaining, a call for the nationalization of private nursing homes for the aged and the infirm, and a policy statement approving trials with the compressed workweek.**

The 1,000 delegates meeting at the Queen Elizabeth hotel endorsed a resolution stating that CUPE must deal directly with representatives of the public—the policians, who control spending by towns, school boards, hospitals, nursing homes and universities. "We have often spoken of the ghosts at the bargaining table and it is now time that we eliminated the farce of dealing with these unseen presences," said the statement on bargaining policy. It pointed out that **regional and province-wide bargaining instead of local negotiations would help to eliminate area disparities in wages and working conditions and would have a greater effect on provincial budgets and politicians.** Although a few delegates voiced fear that regional bargaining might interfere with local union autonomy, the policy was approved by an overwhelming majority.

While the nursing home policy called for CUPE to press provincial governments to place homes under public control—preferably through the creation of a politically independent commission in each province—it suggested that a small number of strictly licensed private homes for the aged might exist to provide additional services above the "high" uniform standards set for public homes.

Current conditions in private nursing homes are "absolutely scandalous" said the CUPE policy statement. "Poor quality food is used; diets are not properly balanced and suited to the particular needs of the residents; standards of hygiene are very low; there is a lack of professional staff who can understand and plan for the special emotional and social needs of older people." The aged are being "exploited for profit," the statement added.

Lucy Nicholson, a hospital worker from St. Catharines, and chairman of the Ontario division's hospital co-ordinating council, said the council had received reports of vermin in mattresses and maggots in food. "It's disgusting to think of our parents or grandparents living in these places," she said. But she told delegates that they should not just be thinking of those already in the homes. "This may be your future too," she warned.

CUPE wound up its five-day convention by voting in favour of an executive board resolution stating: **"Where members are in favour of trying the compressed workweek, CUPE locals should not hesitate to take the initiative in proposing it."** The board noted that the recommendation contradicted the official position of the Canadian Labour Congress, "which views any lengthening of the workday beyond eight as retrogressive," but CUPE believes that "a level-headed, rational approach must be taken, rather than yielding to an emotional reaction."

The board said the union's long-range objective should be to reduce working time and, "if the objective chosen by a given group is to go to a four-day week, it may well be that the compressed workweek is the fastest route." CUPE executives foresee a possible trend toward "more permanent part-time employment to fill in the gaps when a service or operation moves to a four-day week." This would in turn "open up employment opportunities to a wider section of the population, particularly to women, older workers, and the slightly handicapped, who may be able to fill these part-time jobs."

The resolution also favoured experiments with flexible working hours as a means of "giving more job satisfaction and of meeting the different needs of individuals."

Stan Little was re-elected for his sixth—and possibly last—term as President of the union that he has led since it was created in 1963. He is 62 and has spent some 40 years in the labour movement. Also re-elected was Secretary-Treasurer Grace Hartman of Ottawa, a possible candidate to succeed Little and become the first woman president of a major Canadian union at CUPE's next convention. Five general vice-presidents were elected. They are: Harry Green of Vancouver, Shirley Carr of Niagara Falls, Lloyd Jacobson of Regina, Kealey Cummings of Toronto and Bernard Marleau of Montreal.

The delegates also voted to increase their per capita fees to the union to $4.00 monthly by 1976, from $2.50. The additional money will be used to provide more staff representatives, meet increasing costs, and replenish the strike fund, which was depleted in 1972.

BREWER'S RECIPE FOR A GOOD LABOUR RELATIONS BREW

BY TED WEINSTEIN

The men report for work, almost looking forward to it. Time clocks do not record who among them was not precisely punctual: punching time clocks was abolished in favour of written attendance records. All jobs are virtually guaranteed. On the job, foremen and supervisors do not hound the men to do the work by some book of rules or according to how the foremen think it should be done. Any problems arising from the job, whether from disputes or interaction between the workers, between the workers and the foremen or between the workers and the company, are handled, not by formal grievance procedure or by arbitration, but by talking to company officials and executives. If the men have a major complaint, it can usually be alleviated by a phone call, not to their union or to the local president, but to the company president personally. There is little distinction between white-collar executive, salaried worker and assembly-line worker at this company and its various plants: the company policy says all company employees are people, all are working for the same company and all have as their common goal the improvement of the company and its products.

Wilmat Tennyson

This scenario may sound like a dream of what labour utopia may be like, or how some visionary sees the enlightened unionized companies of the future. But the fact is, **one Canadian company operates along the lines just described and is enjoying success** because of its policies to promote union-management harmony. It is almost a North American labour

revolution when a company puts consumer and worker welfare on a priority list above the welfare of the company's shareholders, yet this has been done.

At Carling O'Keefe Breweries (formerly Canadian Breweries Ltd.), the 4,000 union men employed in the company's breweries do their jobs in an atmosphere such as was described. According to company President Wilmat Tennyson, the man almost singly responsible for these and many other innovations, **if working conditions and the working atmosphere can be further improved, it will be done.**

Tennyson, 46, has been Carling O'Keefe President for almost two years. A native of South Africa, he came to North America just after the end of World War II and has lived in Canada since 1958. A former president of Rothmans of Pall Mall, the company that owns 50 per cent of Carling O'Keefe, he was given the brewery presidency in June of 1971 to tackle the task of reversing disastrous Canadian Brewery sales trends: In the 1950s, Canadian Breweries accounted for 50 per cent of Canada's beer sales, yet 15 years later this figure had plummeted to 26 per cent.

In analysing the problem and trying to decide the best way to combat it and reverse it, Tennyson realized his company did not have an image complementary to the product it was selling. Speaking in the company's Toronto head office, he said he asked himself and other company personnel questions such as, who drinks beer, who are the firm's major customers. **It seemed that most Canadian beer drinkers fall into one of four catagories: working people, students, pensioners and persons in low-income groups,** he asserted. But Canadian Breweries had a public image of the "gin and tonic management" going back to when E. P. Taylor and his Argus Corp. owned the company before Rothmans bought it. The former management had sponsored Toronto's O'Keefe Centre for the Performing Arts, the Toronto Symphony Orchestra and other ventures that did not hold much relevance for students, workers or pensioners. Canadian Breweries had lost touch with its main customers, according to Tennyson.

When Rothmans acquired control of Canadian Breweries, it did little to improve or change the company's image. To try to increase its sales, Rothmans opted for clever media advertising, such as the memorable "Red Cap Forever" drive that highlighted throngs of people crossing meadows and hills, saluting a flag with a picture of a red cap, and lustily singing "Cans or draught or bottles. Its our favourite brew . . . ." This did little to reverse Canadian Breweries sales trends, said **Tennyson,** and when he became company President, he **decided to dump the slick ad campaigns and zero in on the customers themselves.**

"Working men buy our beer and working men make our beer," Tennyson acknowledged. "Our own employees must buy our products before we can expect others to buy them. And **the only way we could ask our workers to support our products and drink**

our beer was to give them favourable working conditions. Then, our employee can go into a tavern or bar, order our beer, and say to the person next to him: 'I work for Carling O'Keefe and they treat me like a person, I have a good job and we make a good product. So please buy our beer.' Pride in a product will create pride in a man's job and visa versa," Tennyson said.

But the problem remained: What was wrong with the work the men were doing? What complaints did they have? How could their jobs or working conditions be improved? **How can union trust of management be built and maintained?**

Tennyson spoke to union members and leaders in the 19 union locals in the breweries and solicited their opinions about how those questions could be answered. He considered what they

told him, added his own thoughts and ideas, and formulated a list of priorities. The first priority was to the beer customer, without whose support the company could not survive. Second on the list were the employees and their rights to security, dignity, protection and respect. And the third priority was to the shareholder, who is entitled to receive a fair return on the money he provides for the company to use.

It did not take Tennyson long to enact a series of policy changes to give substance to these priorities:

1. A program of voluntary layoffs was instituted. Men who ordinarily would have been laid off in January and February now have the option of remaining on company salary and doing other jobs in the plant or doing community service volunteer work. According to Tennyson, men should be employed even in slack times because "if a man's labour is good enough for nine months of the year, it should be a matter of human conscience with that employer to see that this man will also have bread to eat for the remaining three months."

2. All time clocks were removed from company premises, including breweries located in seven provinces. "I work too hard to punch a clock and I won't ask anyone else to do it either," said Tennyson.

3. Company rules and regulations written in directive form **were removed from bulletin boards.** "Instead of saying that employees will do things wrong, we are trying to say that we have confidence they will do them right. Most of the workers here have a pride in their jobs and we have no right to rob them of that pride. They will work to keep their jobs and that's what we should expect," is Tennyson's policy.

4. The formal grievance procedure as outlined in the unions' contracts was unofficially dropped. Tennyson has rules that no grievance can go to arbitration without executive approval, because if a man has a grievance against the company, a third party—with most likely little knowledge of the man, his job or the company—should not settle it. The employer and employee are both people and they should be able to sit down and settle the problem, Tennyson said. If a man has a grievance, it is the foreman who is put on the spot because if he had been doing his job, the problem would have been rectified before reaching the grievance stage.

5. Flexibility is the key to contract negotiations. The majority of the 4,000 union members belong to the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (although at this writing, this is subject to change because of a dispute arising from the Canadian locals' refusal to participate in an international merger with the International Brotherhood of Teamsters). Tennyson said he plans to be open with the men regarding the company's profit picture. If profits improve before a contract has expired, he declared that there is no reason why the company has to wait until the expiry date to reflect this. As an act of faith, when Molson and Labatt, Tennyson's two biggest competitors, settled contracts last year in British Columbia that gave their workers 16 cents an hour more than the Carling O'Keefe workers, Tennyson promptly renegotiated the contract of his men to give them a salary equal to the competitions' employees.

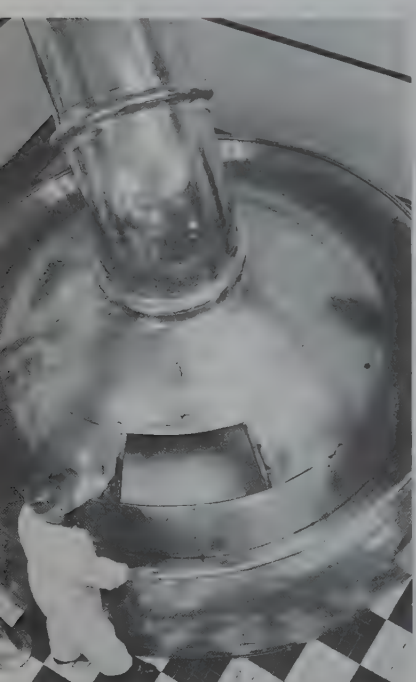
6. All workers are given a plastic card that has a phone number at which Tennyson can be reached day or night, at the office, at home or at the cottage. The **employees are instructed to call Tennyson collect to discuss major grievances, problems, or ideas** they might have to improve the product, the advertising or the job. Tennyson said he receives five or six calls a week from company employees.

7. Tennyson holds two days of meetings every six months. The first day he meets with his executives and the local union presidents. The second day, the local presidents meet in camera, at company expense, on company time. Once a month, Tennyson also meets with union representatives to maintain a close union-management relationship.

8. The company supplies the presidents of the larger brewery locals, such as those in Toronto and Montreal, **with offices in the brewery,** complete with telephones and office equipment. The men are free to carry out their union activities and on a full-time basis; Carling O'Keefe pays their regular salaries for three weeks out of every month and the union pays the fourth week's salary.

9. Tennyson has adopted a spartan attitude toward his company and **has cut costs** wherever possible. Included in this is a program cutting executive costs which has trimmed 10 to 40 per cent off the income of employees earning more than $25,000. The economy drive includes the freezing of all salaries of $25,000 and over, all employees (even the president and chairman) fly tourist class, do not use hotel suites on trips and do not have club dues or initiation fees paid by the company. There are no more semi-annual executive bonuses and there is a freeze on all purchases of company vehicles.

The list of Tennyson's innovations and ideas seems endless. Other ways he has tried to create a family feeling at Carling O'Keefe and to build worker confidence in the company and its products include:



meetings between the brewery workers and the sales department; the creation of 23 special union representatives who do community and union liason work; the use by any union members, their wives and families of any Carling O'Keefe brewery hospitality facility; the killing by Tennyson of a proposal to merge the delivery systems of all major Canadian brewers because it would have cost the jobs of 25 company drivers at a saving of $150,000 to Carling O'Keefe; the holding of the last shareholders' meeting, not in a swank Toronto hotel as had been the custom, but in the Toronto brewery, surrounded by beer cases; the institution of 12 scholarships worth $500 each, to be administered by the Canadian Labour Congress and to be awarded to children of union members.

Tennyson probably set a **labour-management precedent by being one of the first company presidents in Canada ever to walk in a Labour Day parade.** He did this last September in Toronto as he joined his workers in the ranks of marchers. Employees in the parade from his locals were outfitted, at Carling O'Keefe expense, with tailor-made blazers and slacks, as well as matching shirts and ties. It was also his idea to **serve hot coffee and doughnuts to strikers on picket lines; "We're not taking sides, but the striking workers are our customers,"** he maintains. Near the top of his list of future plans for Carling O'Keefe include the voluntarily buying of company shares by more employees and employee and union representation on the board of directors.

But Tennyson did not stop when he had won the union and locals over to his side. He still had to combat dropping sales figures. Uniform advertising of beer is not possible because each provincial liquor board has its own regulations, he declared. So, instead of spending money on media advertising expounding the merits of the various Carling O'Keefe brews, he decided to spend only 50 per cent of his advertising budget on media ads and use the rest of the money to create brand promotional concepts and at the same time do community service work. Tennyson instituted the O'Keefe community caravans, specially equipped 27-foot-long trucks containing public address systems, a lounge and first-aid facilities. Available free of charge, they can be booked by groups or communities for outdoor sporting or recreational events. Last July was born the Carling Sports Foundation, which makes money available to encourage participation in and raise the level of Canadian amateur sports. Administered by an independent board of trustees, the Foundation scrutinizes applications for grants, and awarded more than $536,000 in the five months it operated in 1973.

A third Carling O'Keefe community-oriented scheme is the Carling Community Arts Foundation. Dedicated to fostering Canada's multiculturalism and also administered by an independent board of trustees, it provides funds for cultural activities and folk arts. Recently, Carling O'Keefe and the International Association of Firefighters jointly produced a 30-minute colour documentary film

titled **Today's Firefighter.** Portraying the role of firemen in modern society, the film emphasizes the range of their activities, from training to the dangers and risks of fighting fires and saving lives. The film has been made available to schools, businesses, public service groups and the general public. All of these changes seem to be successful and seem to be getting results. Tennyson said worker morale has improved and the men are taking an interest in their jobs and the products. The sales decline of Carling products has been halted in all provinces, he declared, and in most provinces Carling O'Keefe products are showing a slight sales increase. Tennyson was given a three-year mandate as company President to reverse the company's sales of the last 15 years, and about June of 1975 his work and accomplishments will be evaluated by himself and by Rothmans.

Tennyson agrees that his policies are double-edged. His job is to sell beer, he acknowledged. But if his products can be successfully marketed, and his 4,000 union employees as well as the communities in which they live can benefit, then he says everyone is a winner.

Reaction to the "enlightened unionism" at Carling O'Keefe has been cautious but enthusiastic. The majority of stockholders are supporting him, he maintained, and many have written him to say that his priorities should be: first build the company, worry about dividends second. He said the Carling O'Keefe directors have been positive in their response. But the group that is happiest with the turn of events is the workers.

Kozys Kaknevicius, President of Local 325 of the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers, which represents 500 workers in Carling's Toronto brewery, and Sam Magill, Local vice-president and corresponding secretary, were interviewed in Kaknevicius' office in the Toronto brewery. They agreed with Tennyson's changes and had nothing but praise for him.

"The company has full employment and everyone is treated as a human being. A man's self-respect is more important than his job and Tennyson recognizes this," said Kaknevicius. "A foreman cannot discipline a man because he is not doing a job the way the foreman would do it. The important thing is that the job is being done successfully and without inconveniencing the worker."

Magill said the union was cautious and suspicious at first that Tennyson's changes were not real. "But when he became President of Carling O'Keefe, he met with us and said that he needed our help because he was only a person and cannot do it all by himself. Thanks to Tennyson, the workers are secure in their jobs because they know they will not be laid off or because of the new grievance procedure. In the old days, the company hanged a man, then held a trial. Now, it's reversed."

Magill also said the company is starting to promote people from within, something that was not done before.

Both men agreed that the **money spent to improve working conditions has resulted in greatly increased product quality and production.** All employees have as their common goal the improvement of Carling O'Keefe and its products. Keeping the company solvent guarantees their jobs, and, as Magill put it, if the company flourishes, "we'll all get a bigger slice of the pie."

CESAR CHAVEZ AND THE GRAPE BOYCOTT IN CANADA

BY JOHN BANK

"Twenty-five years ago, in its Universal Declaration of Human Rights, the United Nations stated: 'Everyone has the right to form and to join trade unions for the protection of his interests.' Today U.S. agribusiness still refuses to recognize this right for over 2½ million farm workers." **Cesar Chavez.**

Canada has a special affection for Cesar Chavez, the 46-year old leader of the farm workers of California and the American southwest. Wherever he goes seeking support for boycotts against the powerful agribusiness that is trying to destroy his small national union, this soft-spoken man with open shirt, nylon windbreaker and suede shoes finds immediate response from Canadians:

• A group of Members of Parliament met with Cesar Chavez in Ottawa on December 3 and voted for a campaign to keep California grapes and lettuce out of parliamentary restaurants.

• The Mayor and City Council of Toronto proclaimed November 3 "Grape Boycott Day" in honour of Chavez' visit to the city. Metro religious and labour leaders joined about 2,000 boycott supporters in a march through downtown streets to attend an ecumenical service and boycott rally in St. Michael's Cathedral.

John Bank

• 5,000 Québec workers and students rose in their seats at the Forum in Montreal to cheer Chavez at a workers' solidarity demonstration on December 1. Earlier, Chavez spoke to the 10th anniversary convention of the Canadian Union of Public Employees; he told the delegates that "farm workers would crawl on their hands and knees to have a union like CUPE."

During his first struggle with the California grape growers (1965-1970), Cesar Chavez enjoyed dramatic support from Canada. A major delegation of Canadian trade union, church, student and political representatives visited the grapefields of California (June 4-8, 1969). The visitors carried the Maple Leaf on the strike lines at the edge of the vineyards during their solidarity tour to dramatize their support for the farm workers' strike. They expressed deep concern that Canada imported 20 percent of the annual grape harvest of 23 million boxes, and they pledged to cut back grape sales.

A few months later, October 17-25, Cesar Chavez visited Canada. Dennis McDermott, Director of the UAW's Canadian Region, who had participated in the tour of California grape fields, summed up Chavez' visit: "Never before on this continent has a boycott caught the imagination and support of so many people."

The Canadians, who shared in the victory of Chavez' fledging union in the spring and summer of 1970, when the boycott forced the grape growers to sign contracts, are now angered at the turn of events that has put the farm workers back to Square One.

As soon as the grape contracts were signed, Cesar Chavez and his United Farm Workers prepared to move into the rich lettuce fields of California's Salinas Valley and Santa Maria Valley, where they had informally been organizing

November rally in Toronto drew widespread support for UFW

workers. Chavez had already sent telegrams to all the lettuce growers individually requesting union recognition.

The response of the lettuce industry in the summer of 1970 established a pattern that was followed this past spring and summer by the grape growers when the time came for renewing their table grape contracts. The lettuce growers met privately and decided to send a delegation to "feel out" the Western Conference of Teamsters (IBT) to see whether the truck drivers' union would sign contracts covering their field workers and thereby build a shelter against Chavez' organizing drive. The Teamsters agreed to the backdoor contracts.

Soon 170 whirlwind contracts were signed. In no instance were the workers consulted; nor were they given their right to ratify the contracts. They found out about their unilateral and instant membership in the Teamsters Union by reading the newspapers.

They called the five-years lettuce contracts "sweetheart contracts" to signify the special warm relationship established between the lettuce growers and the Teamsters. Their anger was summed up at a rally where Cesar Chavez said: "The day is over when two anglos (white men) can sign a contract for us on the back of a valentine."

Between five and seven thousand lettuce workers under Chavez' leadership struck the Salinas and Santa Maria fields on August 24, 1970. But three weeks later their strike was enjoined by a local court that maintained the growers were unfairly caught in the middle of a jurisdictional battle between two rival unions.

It took 2½ years of legal battles and a decision of the California Supreme Court to overturn the local court injunction outlawing their strike. The high court found that the lettuce growers knew the Teamsters did not represent a majority or even a substantial number of field workers when they signed contracts with the Teamsters to head off Chavez. The Court said the growers knew that Chavez' United Farm Workers did represent their workers. It called the lettuce grower-Teamster contracts "collusive."

In the same month as the California Supreme Court found the Teamsters in collusion with the lettuce growers (December 1972), Frank Fitzsimmons, President of the IBT, spoke at the national convention of the American Farm Bureau Federation, a two million-member grower group, in Los Angeles. He said that the Teamsters

"welcome an alliance with farmers—whether they be of the family farm variety or the agribusiness variety—when that alliance works for mutual benefit of the farm worker and his employer."

On April 15, 1973, the United Farm Workers' contracts with the grape growers in California's Coachella Valley expired, and the UFWA was attempting to negotiate renewal agreements. These contracts had been in effect for three years and covered all UFWA members employed by the Coachella Valley grape growers.

Within hours of the expiration of the UFWA contracts on April 15, 1973, the grape growers announced they had just negotiated and signed contracts with the Teamsters. George Meany, President of the AFL-CIO, said: "With that announcement, it became clear that Teamsters representatives intended to try to destroy the UFWA. No amount of explaining after that date could wipe out the fact that the workers covered under these contracts were UFWA members, that they had been represented by UFWA for three years up to April 15, 1973, that the UFWA still had the sympathy and support of the workers, and that the actions of the Teamsters constituted an unconscionable raid."

Marchers at Toronto rally

Chavez called a strike of all the grape growers in the Coachella Valley except two growers, Lionell Steinberg and K. K. Larson, who had renewed their contracts with UFWA. Long broken lines of red and black strike flags stretched across the narrow desert valley in the 110-120 degree heat. Chavez renewed the grape boycott in major market cities of North America.

But the grape growers of the San Joaquin Valley—the next and major area of grape harvest—also signed agreements with the Teamsters as their contracts with Chavez expired. The strike spread, shattering the three-year peace with the powerful Spanish cry: "Huelga!" (Strike).

Farm worker demands for free, secret ballot elections were scorned by both Teamsters and the growers. "We have the contracts, we don't need elections," IBT President Frank Fitzsimmons told the press repeatedly.

Since farm workers have been excluded from basic U.S. labour legislation since 1935, they have no recourse to the National Labor Relations Board, no way to force elections. The farm workers, then, depend on the strike and the boycott.

Chavez explained: "We had thousands of workers on strike in the grape fields. There were more than 4,000 arrests for violating laws that the courts and the growers created

to cripple our strikes. We were forbidden the use of power megaphones. Injunctions required us to stand 100 feet apart. Our freedom of speech, our freedom of assembly were violated. We were beaten by hired guards and deputy sheriffs. So, we went to jail rather than stop picketing. But finally, when two of our members were killed and dozens wounded, we could get no guarantees from the federal Government; so, I called off the strike and sent 500 workers on the boycott."

Chavez has an unshakable confidence in his union's ability to endure. "We'll survive and be a better union because of this struggle," he says. "We had about 65,000 workers under contract at the peak of harvest. Now we have about 8,000 workers under contract. But we celebrate our defeats as well as our victories." He adds: "In over 20 years organizing I've had mostly failures and just a few successes."

Cesar Chavez was born in Yuma, Arizona, on March 30, 1927. He was the son of a small farmer, who lost his land in the great Depression. When he was 10, his family moved to Delano, California, where Cesar began doing agricultural labour. His family shared the farm workers' vicious cycle of poverty, exploitation, and migration. Cesar himself attended more than thirty schools before being forced to drop out of the eighth grade in order to help support his family.

Like other Mexican-Americans, Cesar experienced the lash of discrimination. He was once arrested while sitting with his wife in a Delano movie theatre for refusing to comply with the theatre's policy of segregated seating. During World War II he served with the United States Navy. In 1952, he met Fred Ross, an organizer for Saul Alinsky's Community Service Organization. He took a job as organizer for CSO and in 1959 became its director. When CSO was unable to help him create a farm workers' union, Cesar resigned, returned to Delano, withdrew his life savings of $1,200 and started the National Farm Workers Association. He and his wife travelled throughout 87 communities and labour camps organizing a core of vineyard workers and their families. By 1965, the year of the first strike, the NFWA had enrolled 1,700 families. It had become a movement.

In 1968, to keep his movement on a non-violent course, Cesar went on a 25 day fast. At that time, he told nearly 8,000 workers who had gathered to break bread with their leader: "When we are really honest with ourselves we must admit that our lives are all that really belong to us. So, it is how we use our lives that determines what kind of men we are. It is my deepest belief that only by giving our lives do we find life. I am convinced that the truest act of courage, the strongest act of manliness is to sacrifice ourselves for others in a totally nonviolent struggle for justice. To be a man is to suffer for others. God help us to be men."

Today Cesar Chavez and his family live in a small frame house in an abandoned T.B. hospital complex near Bakersfield, California, that the UFWA has made into its national headquarters. His life reflects the poverty of the farm workers he represents. IN 1972, Chavez received a total of $5,144 from the UFWA. This included his $5-a-week salary (standard for all UFWA elected officers and appointed staffers), and such expenses as $960 for house rent, $1,440 for food for himself and his family, and $1,904 for medical bills incurred in Arizona where he fasted for nearly a month. (He was fasting to protest passage of an Arizona state farm labour law designed to prohibit the boycott, the UFWA's best weapon, and to set up elections the UFWA said would exclude most migrant workers).

Before Chavez began organizing farm workers, the going wage in table grapes was between 90¢ and $1.10 per hour. New grape contracts signed by UFWA in 1973 brought $2.40 an hour, plus 25¢ a box bonus. Although, it is true, the Teamster contracts provided for wage increases only slightly less than UFWA's and other benefits for the workers, the agreements provided also for a return to the labour contractor system that deprived the farm workers of any semblance of dignity or any opportunity to establish and maintain decent working conditions, the direct employment relationship created by the UFWA's hiring hall.

Chavez explains, "the labour contractor is the middleman who provides the growers with a super force of only the youngest, strongest, and fastest male workers who will meet the grower's unrealistic production demands." The system operates at the expense of the older workers and women, Chavez

maintains, while the union hiring hall establishes job seniority and an enforced policy of non-discrimination.

He told McGill social work students and their counterparts from the University of Montreal that his life as an effective organizer was shaped by two decisions. The first, he explained, was a decision to be "a servant" rather than to be "of service" to people. "This meant all my time belonged to them, and so there were no more conflicts inside me about what was my time and what was their time." The second decision was to give up a regular pay cheque. "It will soon be thirteen years since I had a regular pay cheque and I haven't starved. I'm doing what I want and no one has any hold on me."

Whatever his ideals for society, Cesar Chavez is a realist who knows that getting growers to sign with his militant, democratic UFWA will be a long, difficult struggle. "To get an ordinary contract will take at least a year," Chavez says, "to get the kind of contract we want will take two years." Time doesn't seem to trouble him for he feels that time is on the side of the poor and powerless. "Where the rich have money, the poor have time. And we don't care how long it takes. We're prepared to struggle till we win."

California Teamsters load grapes

Rencently it appeared that Chavez was half-way to victory in the current struggle. The 2.2 million-member Teamster union agreed in principle to abandon the contracts taken from the UFWA and to halt farm labour organizing. But the agreement, painstakingly hammered out during three days of negotiations in September by the three parties involved—the UFWA, the Teamsters and the AFL-CIO, of which UFWA is an affiliate—was scuttled a few weeks later by Teamster President Frank Fitzsimmons.

AFL-CIO President George Meany, who had a direct hand in the negotiations and who had backed Chavez' struggle against the Teamsters with nearly $2 million so far, said on November 30: "It now appears that all of our efforts to find a solution to this situation, and to convince the Teamsters that the cause of trade unionism, and the interests of farm workers, would be advanced by the discontinuance of their raids against the UFWA have failed."

A special committee to assist the UFWA had been appointed by the AFL-CIO Executive Council at its October meeting and will soon respond to the Teamsters' reneging on the agreement. The prediction is that it will place the 13.5 million-member federation squarely behind the UFWA.

A few weeks ago Chavez told Canadian supporters, "The growers have the Teamsters, but we have the Bishops." He was referring to the official endorsement of the U.S. Catholic Conference. Meeting in November in Washington, more than 200 Catholic bishops voted unanimously to endorse the grape and lettuce boycott, calling on 50 million Catholics to support the boycott. (Their public endorsement drew immediate fire from Frank Fitzsimmons, himself a Catholic, and the President of the

The united front of California farm workers

American Farm Bureau Federation.) Chavez was also referring to boycott support from leading Canadian bishops—Catholic and Anglican—and other church leaders who are giving the boycott massive moral and substantial financial support.

As in the first struggle in the 1960s, Chavez is again placing his faith in the boycott. England has already blockaded California grapes through action of the British Transport and General Workers Union. British Columbia's Health Minister, Dennis Cocke, has ordered government institutions under his jurisdiction to boycott the grapes and lettuce. "We don't want to use products that continue unfair practices," he said. More than 1,000 farm worker strikers and volunteers are putting together effective boycott committees in 68 major market cities in Canada and the U.S. Toronto and Montreal are key cities in the international boycott. As Chavez explains, "Toronto is the third largest market for grapes, and Montreal the fifth in all of North America. Both cities are among the top ten lettuce markets." For Chavez the matter is simple: "When we get the growers through the boycott we get the Teamsters too, since the growers invited them in."

On the first Sunday of Advent Cesar Chavez, strike leader, was asked to deliver a homily to the congregation at Loyola College Montreal. It was not the first time the farm worker union director had spoken from a pulpit of the social justice struggle of his members. "Advent is a time of waiting, a time of hope and expectation. This advent for farm workers across the continent is a special time—a time to celebrate our defeat. It is also a time to celebrate our unshakable hope that justice will dawn for us if we continue to struggle through the non-violent boycott."

In the white heat of a farm labour strike, Cesar Chavez lifts his head with an impassioned motion, his dark eyes angry, not unlike a stallion. He broods darkly over the ugly reports he received hourly of hired guards attacking picket lines, sheriff deputies beating men, women and children striking vineyards, unconstitutional injunctions aimed at destroying the strike. Somehow he possesses an inner calm and certainty in the middle of the conflict that fosters non-violence and creativity. His own words are believable because they spring from inner sources of energy and hope. "All successful struggles tend to set precedents," Chavez told supporters. "But I think more important than that, perhaps for the first time in the history of the richest nation in the world, it would give those people

who work at producing food some food for themselves ... What a terrible irony it is that the very people who harvest the food we eat do not have enough food for their own children."

Safer Working Conditions

Norman Lewis, a British journalist, said of Chavez: "Cesar invites you, soft of eye and voice, to share his boundless amazement at the wrongs practised against defenseless field workers—and you do."

The wrongs are a matter of public record. Five years ago, The National Advisory Commission on Rural Poverty admitted: "We have failed miserably to protect the health of low-income people in rural areas. The health service they get is not only inadequate in extent but seriously deficient in quality. It is badly organized, underfinanced, rarely related to the needs of the individual or the family."

The life expectancy for farm workers, according to the U.S. Health, Education and Welfare Department, is 49 years—22 years less than for the average U.S. citizen. Average per capital health care expenditure in 1967 for migrants was $7.50. Average per capita health care expenditure in 1967 for the total population was $200. The U.S. Senate Subcommittee on Migratory Labor stated in 1969 that migrants are still excluded from many state health programs and that an estimated 800,000 paid farm workers—about 25 per cent of the total farm work force—are under 16 years of age.

Farm work has been classified as the third most dangerous occupation behind mining and construction. The Salud Medical Clinic in California's Tulare County, found that 80 per cent of 774 farm workers interviewed suffered pesticide poisoning symptoms, and a nutritional study in the same County detected pesticide poisoning in almost 50 per cent of the farm workers' children examined. A California Health Department survey in 1969 revealed at least 150 cases of pesticide poisoning per 1,000 workers.

Each year in California an estimated 3,000 children receive medical attention after having ingested pesticides. There are more than 300 cases of serious nonfatal poisonings annually in California, and, according to the U.S. Department of Health, Education and Welfare (1969), an estimated 800 persons a year are fatally poisoned by pesticides throughout the country.

In a recent talk to Montrealers, Chavez boasted: "We banned DDT in our farm worker contracts, before it was banned in England." He insists that the No. 1 health and safety problem of the farm workers is pesticide poisoning. "Growers consistently use the wrong kinds of economic poisons (pesticides) in the wrong amounts in the wrong places in reckless disregard of the health of their workers, in order to maximize profits," he said. "Advancing technological changes in agriculture have left the industry far behind in dealing with the occupational hazards of workers which arise from the use of economic poisons."

All contracts signed by the UFWA contain health and safety provisions establishing a Union Health and Safety Committee to formulate policies governing the use of poisons, materials, tools and equipment insofar as they affect the health and safety of workers. Certain pesticides are totally barred in UFWA contracts. Now, the Teamsters' raids place the entire health program in jeopardy.

(Rev. John Bank, a Roman Catholic priest, has been an organizer with the United Farm Workers (AFL-CIO) for more than five years, and is the Director of the Québec grape and lettuce boycott.)

COLLECTIVE BARGAINING AND THE MEDIA

Who is to blame for incorrect or misleading news stories regarding collective bargaining sessions? News reporters who write the stories? Public relations officers who keep reporters informed on the progress of the negotiations? Or the actual negotiators who decide which details can or cannot be revealed? All three groups are responsible to some extent, according to representatives from each group who spoke at a workshop held last year in Toronto at the annual general conference of the Canadian Public Relations Society.

Workshop chairman was R. Brian O'Regan, a member of the Society and, at the time, Director of Public Relations of the Canada Department of Labour. He said in an opening statement that public confidence in the state of labour and management relations needs strengthening. Union-management breakdowns form only a small part of the relations between the two, but they seem to be the only relations perceived by the public. "What the public reads, sees, hears and remembers are situations that are expensive to labour, to management, to government and to the public itself. . .

"The public is informed about strikes, conflicts, high wage increases, lawbreaking, and hardships for the poor and the pensioners from inflation. The public, perhaps, is unaware that more than 90 per cent of all labour-management negotiations end in agreements without work stoppages; that there is a high degree of continuing, positive relationships during the life of contracts; that man-days lost are less than one-half of 1 per cent of all man-days worked; and that living standards enjoyed by most Canadians can be attributed to good labour-management relations," said O'Regan.

O'Regan, List, Riggin, Cotterill

Wilfred List, Globe and Mail labour journalist, said that as a newsman, **he saw the role of a public relations officer to be self-serving,** whereas his job was to learn the truth. A public relations man has clients or management to serve and he must try presenting his clients' stories in such a way, perhaps by embellishing or distorting or winnowing facts, that would be acceptable to the clients and produce a charitable public image.

"On the whole, I think that **the public relations role in collective bargaining is a negative one.** It's a role that **serves to screen the reporter from the principals at the table.** The most effective public relations is that in which the principals themselves, either through the form of a press conference or through an interview, are prepared to lay the truth and the facts on the table," List declared.

Too often, the public relations officer serves as **a buffer between the newspaper and the principals in the dispute:** union and management. He knows very little about what is taking place and can only purvey to the reporter what he is told by his principal. He is unable to answer any questions about what's taking place, said List.

"What we need, as far as the coverage of labour-management relations is concerned, is **improved coverage and changed attitudes to the press by negotiators,** both unions and management, and mediators. Too often, the reporter gets the brush-off from both sides in attempting to penetrate beneath the curtain of secrecy imposed in bargaining and so he has considerable difficulty in presenting the facts to the public.

"There is need for greater disclosure of what is taking place today, especially in disputes that effect the public interest. There is need **for more information to flow from the bargaining table to the public through the eyes and ears of the labour reporters,"** maintained List.

The federal Treasury Board has made good use of public relations men, according to **The Globe** reporter. Treasury Board public relations officers are provided with background fact sheets that identify the nature of the dispute, the issues in dispute, the people involved and some of the complexities in the negotiations. But these

public relations personnel are still not a part of the actual negotiations and are not able to answer any questions, he said.

Company or outside public relations officers filter news, according to List. Management mutters about the bad press and some unions complain about some of their press coverage. "But they brought it on themselves because the key negotiators failed to level with the press and therefore haven't been able to put their case across.

"Labour reporters, if they had the opportunity to talk to the negotiators directly, even if it were not for attribution, would be much better informed and be able to interpret the problems and events taking place, rather than be confronted with a wall of silence. I take exception to the curtain imposed by the mediators, who quite often say to the parties: 'You shall utter no statement about the bargaining until a certain stage has been reached or until I have agreed that you can speak to the press'. The members, if not the public, deserve to know what's going on at the bargaining table. I don't suggest that every move taking place at the bargaining table be put on a screen for the world to see, but the members do have a right to know. After all, it is the members who, in the long run, will have to pay the price of either an inadequate settlement or a strike."

R. Peter Riggin, Vice-President of Corporate Relations for Noranda Mines, Toronto, told the panel that **management suffers "from a severe case of hyper-timidity and lack of expertise in dealing with the media in labour-management topics.** I think we rationalize this by visualizing labour-management relations as being something very special and quite different from other aspects of carrying on a business."

Union-management relations are different to a certain extent, he said, but he asked if perhaps management is guilty of over-thinking that aspect of the problem. A corporation is not a political organization like a union, and constraints as to what can be said publicly do not apply equally to union and management personnel. This does not justify making a "no comment" statement in answering a question.

"It behooves us in management to be more open with the media ... If we have a view on a certain aspect, trend or development in labour-management relations, why don't we put it forward. Surely we're entitled to do that."

"It goes without saying that **a public relations officer is not equipped to play anything more than a superficial role in this area, unless he is fully acquainted with all the intricacies** of the labour-management relationship. I don't believe that this can be done without some direct exposure and involvement that will provide insights and experiences to supplement his overall communications and media skills," declared Riggin.

But while qualified public relations officers are a necessity, Riggin said, **journalists such as Mr. List, who fully understand the collective bargaining process, "are few and far between."** Mr. List is not representative of Canadian labour journalists, because the media has realized that reporting on sports, fashion or municipal affairs requires "expert career specialists" to do a proper job "and they're prepared to pay the cost and accord the functions the proper status," claimed Riggin. "I feel strongly that similar treatment of industrial relations is long overdue. I must admit that, in some areas, constructive steps are being taken to upgrade industrial relations reporting, but I am sure it's not receiving the priority it deserves."

The collective bargaining process itself does not provide an image of peaceful, friendly union-management relations, said Riggin. Canadian labour laws presume that unions and management are perpetual combatants. **"The way we practise collective bargaining exacerbates this adversary concept and distorts it** out of all proportion. Media coverage—which feeds on controversy and conflict—compounds the picture into a false one of constant battle between employers, employees and their unions."

According to **Murray Cotterill, former Canadian director of public relations** for the United Steelworkers of America, challenged List's opinion that news reporters try to present fair, balanced stories. List himself consistently tries to present both sides of the stories in collective bargaining sessions, said Cotterill, "but despite his personal achievement, Wilf still **can't convince me that presenting the truth is the primary purpose of all the news media,** or, to put it differently, that the news media are in the truth business. All too frequently, the desire to score a by-line, the hope of rating a front-page headline, the writing short-

cut of repeating a cliché or the urge to deliberately promote a newsy conflict takes precedence over any attempt to present the truth, the whole truth and nothing but the truth."

The electronic media are just as guilty of distortion as newspapers, he said. **Truth is subjective,** and in the case of collective bargaining, those involved in the bargaining—union and management—see the truth of their economic relationship from two different points of view, said Cotterill. Compromises must be made if both sides are to live with each other, but compromising does not mean each side has accepted the other's definition of truth. Reporters and readers can get easily confused by collective bargaining and by this fact that there can be **two equally valid but opposite sets of truth.** It is therefore misleading to pretend that management's position is truth, that union's position is truth or that reporter's or editor's point of view is truth. **The best that public relations officers can do is to present the facts and the best that a reporter can achieve is to accurately present both sides' facts and the final compromise.** Constructive, responsible, fair reporting from all parts of the media is needed.

But this is not as easy as it sounds, Cotterill continued. There are inherent blocks in the way of communicating facts. He cited the example of many senior managers who suffer from the **"infallibility syndrome":** they must always justify their high positions and place of authority by never admitting to being wrong. This means they cannot publicly debate facts with persons working under them, because the usual result in such a debate is a compromise, which will make them look fallible.

"Heaven help the poor public relations practitioner who has to interpret the resulting silence," he said.

Union spokesmen suffer from the "militancy syndrome." Many union-management disagreements arise out of the resistance of union members to management-initiated change, or the unwillingness of management to preserve traditional status relationships in the place of work and in the community. Unions adopt a conservative position, Cotterill told the workshop. But union leaders who want to be re-elected or union members who want to win office cannot maintain or defend the status quo. They must sound militant and this results in the image of the irresponsible union challenging the responsible management.

But these problems are taking second place to the new **governmental "silence syndrome,"** Cotterill asserted.

"Canada's labour legislation rests on a foundation laid many years ago by the late William Lyon Mackenzie King: **the concept of compulsory conciliation by the state.** Quite apart from the compulsion—which is what many people believe government should do to other people—Mr. King also tended toward the academic idea of real truth (one real truth which applies to union and management alike). He seemed to suspect that, since both management and union leaders were practical people, they were, therefore, bound to be reasonable. His theory was that, if you could stop a strike or lockout and require both sides to publicly expose their points of view, public opinion and the aid of dispassionate professionals on a board of conciliation would lead them to the real truth and happy, peaceful co-existence based on that discovery," said Cotterill.

Compulsory conciliation is giving way to voluntary conciliation and mediation, he said. But the old belief in airing viewpoints for public scrutiny is also changing. Government conciliators and mediators not only prefer to work behind closed doors, they also impose news blackouts, because, Cotterill contended, "without such secrecy and news blackouts, both sides will revert to 'propaganda' and thereby prolong disagreement." In this way, government has taken over the viewpoint once held by management: conciliators and mediators seem to be convinced that employees are stirred up by agitators to strike and to stay on strike. But, said Cotterill, they overlook the fact that agitators can induce workers to strike only if the workers are angry enough in the first place to listen to the agitators.

Cotterill said it was his opinion that **news blackouts and secret sessions help agitators instead of discouraging them.** People with the facts are silenced while rumors abound and suspicion runs rampant, he said. "If there was ever a chance of speedily settling a disagreement, that chance vanishes more rapidly once the information blackout begins. Yet government conciliators and mediators now seem to be the greatest advocates of the information blackout. I can't understand why. I not only disagree with them, I think their position is dangerous."

There are only three ways to handle employer-employee relations, according to Cotterill. Either the employer decides everything, the employer and his workers can work out a flexible, mutually agreeable settlement, or the state can regulate everyone. The second is preferable to the other two, he declared.

"It's unfortunate for collective bargaining that, up until now, both Canadian labour and management have consistently depended upon the state to act as their face-saver. Because they haven't made a serious attempt to set the rules and regulations themselves and create their own machinery for conciliation, the **state has been the face-saver. It's unfortunate, because this use of the state as a face-saver automatically involves the public unnecessarily** and lends itself to the strongest possible antagonistic postures prior to face-saving.

"At some point in the future, Canadian employers collectively and Canadian unions collectively may start taking these responsibilities back from the state, may reduce the role of the state as a face-saver and may, therefore, reduce the need for crisis and confrontation posturing. But, until that happens, **reporting the two sides' facts is the only accurate way of reporting the process.** If that picture of two separate sets of facts is not made available because of management's infallibility syndrome, the union's militancy syndrome or the government's silence syndrome, and if afterward, the two sets of facts are not reported responsibly by the media, both management and unions are going to be unfairly criticized by the public. And public relations practitioners on both sides will be blamed unfairly for the result."

T.S.W.

HOW TO PREPARE FOR MEDIATION

BY DAVID KUECHLE

(This is the second instalment of Prof. David Kuechle's report of a study he undertook of the reasonable settlement of labour disputes through the intervention of a third party into negotiations, i.e., mediation. The first instalment, **The Making of a Mediator,** appeared in the January number.)

The greatest number of labour-management negotiations, by far, are settled by the parties themselves without any outside intervention in the form of mediation or conciliation. Full-time mediators are employed by the federal governments of the United States and Canada and of all the States and Provinces. (As of June 1971, 253 mediators were employed by the Federal Mediation and Conciliation Service of the United States; 22 were on the full-time employment roles of the Canada Department of Labour; the province of Ontario employed 17.) In addition, there are men and women who serve as **ad hoc** mediators, sometimes at the request of the parties and sometimes on appointment by government officials. These **ad hoc** mediators come from all walks of life; some are retired judges, others are lawyers, priests, university professors, political officeholders.

Not many mediators are well-known. This is because they usually work behind the scenes without publicity. If they are successful in helping parties get a settlement, they rarely receive credit; more likely the mediator himself praises the parties for their hard work and dedication when settlement is reached and then goes on to the next job, gaining his major satisfaction from the knowledge that he helped.

When negotiators are asked to name the mediators they believe are most effective, a few individuals stand out; David L. Cole, William Simkin and Theodore Kheel from the United States and William Dickie and William Kelly from Canada are among them. Some mediators are generally acknowledged as ineffective, and negotiators have come to regard these men as detriments to settlement. Fortunately, not many fall into the latter category.

The process of mediation is initiated most often when a representative of labour or management contacts the Director of the Mediation and Conciliation Service having jurisdiction over the negotiations and asks for help. The Director then assigns a mediator to the parties. Most often, assignments are made on a rotating basis in order to give the mediators a roughly-equivalent work load. Sometimes they are assigned because they have expertise in the industry involved or with the issues in dispute. Less often they are assigned on the basis of the parties' request for a particular individual.

Normally, **the mediator then contacts the parties and arranges for a meeting at a mutually convenient time and place,** not too far in the future. In Canadian jurisdictions, a strike countdown begins only after a first-stage mediator has delivered his report. (First-stage mediation is termed conciliation in most Canadian jurisdictions; here the terms mediation and conciliation are synonymous.) Thus first-stage mediation is not likely to be accompanied by much sense of urgency. In later stages there is considerably more urgency because there is greater likelihood that a strike is either imminent or in progress. Under U.S. law there is no provision for first-stage mediation, so that a sense of urgency is more likely to accompany mediation in the United States.

Some mediators enter their first meeting with no advance preparation. Others research the industry, the parties and issues before going in. There are legitimate arguments for either approach. Some believe that advance preparation tends to colour the mediator's opinion about what the settlement terms ought to be, that he should enter negotiations with a fresh, open mind. Others believe that mediators can be most helpful in the shortest possible time if they have advance knowledge of the particular problems facing the parties.

The first meeting is likely to be short. Here an experienced mediator determines the role he is expected to play. Usually the parties want him to act as a leader in helping them come to an agreement. Sometimes they simply wish to go through the motions of mediation in order to fulfil statutory obligations and start the countdown toward a strike deadline.

If the mediator believes there is a desire for settlement, he will try to determine what issues still need to be resolved and the parties' present position on each of those issues. Having done this, he normally moves to separate meetings with each bargaining team.

Persons who doubt the value of mediation sometimes use these preliminary meetings to test the mediator. One union representative said he always "works out" a new mediator in order to ascertain his trustworthiness and competence. He invites the mediator to have coffee with him and includes a series of statements such as "I hear the latest settlements in the area are running about nine per cent," knowing full well they are somewhat less, about six or seven per cent. Then he waits for the reaction. One example of a favorable reaction, according to this negotiator, would be a statement by the mediator that he pays no attention to settlement amounts in other industries, that he is concerned solely with the parties' coming up with an amount that achieves settlement.

The purpose of the separate meetings, from the mediator's viewpoint, is to get some idea of how far the parties are willing to go—to discover their bargaining limits. If he is successful in this regard, he can use the information to assess the probability of an early agreement and then to try to get the parties somewhat nearer to each other. This is sometimes a ticklish process, rendered impossible if the parties don't have trust in him. The mediator will not generally disclose one party's total acceptable package to the other, because each side hopes to settle for something better. Rather, he determines how far each will yield in a series of back-and-forth probes, requiring extreme patience and a strong sensitivity to the psychology of the situation. How he proceeds varies from case to case and from one meeting to another. It involves far more than acting as a messenger boy, mechanically conveying positions from one room to another.

One mediator gave **an example to illustrate the savoir faire and purposefulness with which a mediator should proceed:**

"I had a case where the union had asked for a 15-per-cent increase in a one-year contract. Their spokesman told me he would go to 10, but not now, not until the company indicated some movement. The company was holding at 5, but said to me they would go to 7, if the union would come down a little. Both of the parties convinced me that they would go no further, and a strike seemed certain.

"In some cases if I knew the parties well, I would tell them exactly what the other said. However, in this case I simply indicated to each bargaining team in separate meetings that there was some flexibility in the other's position, but 'I didn't know how much. Then I said to the union: 'I'd like to see you get 10 per cent or even 15, but I don't believe the company will go that high. In my opinion the most you can get is 7 or 8 per cent. I may be mistaken, but if you hold to the 10 per cent figure, I think you'll have a strike.'

"Then I went to the company and said: 'If you hold to the 5 or 7 per cent figure, I can almost assure you that you'll have a strike. Now the decision is yours, and it's not for me to tell you how to spend your money, but in my opinion the settlement will eventually be 10 per cent, and I think 10 per cent might do it now. You might have to go as high as 12. If you want me to explore 7 per cent I'll give it a try, because, as I've said, the union has indicated some flexibility. But I don't think 7 per cent will get a settlement'."

The mediator in this example displayed sensitivity to pressures on each of the two sides. When he said to the employer that he didn't think 7 per cent would do it he was reflecting the power play in the situation, saying in effect: "My sense of the pressure of the union on me is that you have set your sights too low." At the same time he was saying to the union: "My sense of the pressure of the employer on me is that 13 or 15 per cent will not go."

Although most negotiators have indicated a belief that a mediator generally holds confidences, they cannot be sure unless they have worked with him before. Consequently, **experienced negotiators often test the mediator by disclosing their bargaining limit on some small item,** keeping the figure higher than they really expect if they are labour negotiators or lower than they expect if they are company representatives. Then they wait to see if their position is revealed to the other side.

One union negotiator described his recent experience with such a test. He told the mediator that he could not proceed unless he gained one point: an additional $50 a month on full-benefit pensions, knowing that the company was willing to give that amount. But he said "I would like to explore $75 first to see how the company is thinking on this line." The mediator said "O.K." and went to the company. Soon after that he called the parties together and announced that he had been successful in getting a $50 pension increase; now he saw no reason why the parties could not proceed to other points. When that happened, the union's chief negotiator met privately with the company's negotiator and told him what had happened. The two then agreed that they should dismiss the mediator and proceed alone, that he could not be trusted.

Even this experience probably had some value in moving the parties toward settlement, because the mediator in his lack of discretion served to bring the parties together, venting their animosity toward him by deciding they should go it alone.

As the experienced mediator proceeds from separate sessions, he must have an acute sense of timing. A variety of devices are available to him as the occasion seems appropriate. If he is convinced, however, that the parties want a settlement and if it's clear that they are ready to move, he will continue, finally bringing them together when he thinks the settlement is ready. Before then he may alternately plead, harangue, serve as an interested listener, make suggestions and, possibly, express his own opinions. On the other hand, he may simply sit quietly and take notes the whole time, without saying a word, his mere presence providing impetus for the parties to talk.

ometimes the mediator comes to know that princi-al bargainers are shackled by their own bargaining eam, and he finds some value in talking to them one, apart from their negotiating teams. Perhaps he best-known but least-frequent mediation ses-ions have their climax in a hotel room with the two rincipal bargainers hammering out final details and he mediator simply looking on. Meanwhile, the bar-aining teams are left to their own devices, possibly ying to work out some lesser problems, more likely elaxing.

he language of mediation is unique. It should be nderstood and appreciated by experienced bargai-ers, because sometimes this understanding is useful their needs. In the example cited earlier, the medi-or was saying to the employer that although the nion was officially holding to 15 per cent they ould take 13. An experienced negotiator would im-ediately understand the language. He would also nderstand that the union would not present the roposal directly across the table because to do so ould weaken their position. Suppose, for example, ey presented 13 per cent and management romptly countered with 11. Having already con-eded 2 per cent, some of their members might have owered their sights sufficiently so that another 2 per ent would not seem sufficient to warrant a strike.

nother illustration of the language was provided by e mediator in reference to the same example. As he strike deadline became imminent he called the des together. The union still held to 15 per cent, but e mediator knew they would go to 13. He also hew the company was not ready to go that high. here was no point in separating them, because ev-ryone knew how everyone else felt. So he made a uggestion: "Here's an idea. I suppose both of you ill disagree with me, but I'll try it out on you any-ow. Why not try out a longer-term contract? Say 18 onths, giving 7 per cent now and 6 per cent 18 onths from now, so that the figure will come out to 3 per cent?"

his was a risky move for a mediator to make, and it ould have resulted in disaster if the parties did not espect and trust him. Furthermore, it could have aused the negotiating sessions to collapse if he ade a slip in how he worded things. Suppose, for kample, he said: "The union has told me they will ettle for 13 per cent, maybe even 10 per cent, and I how the company can afford it."

If the mediator has displayed a genuine desire to help, the parties might be receptive to a suggestion such as the one illustrated. An experienced negotiator should, however, be wary of the possibility that such a suggestion could be made at the wrong time or by a mediator who did not enjoy the trust of the parties. In such an event, the tactic could shatter whatever good had been accomplished so far. Thus negotiators should look out for the possibility, and if they fear that an ill-timed suggestion on settlement terms is forthcoming they should tell the mediator to hold back.

It is important to bear in mind that mediators have virtually no power. If they make a suggestion for terms of settlement, or if they express their own viewpoints regarding the conduct of the parties, these views carry no weight beyond the force of their own persuasive impact. Furthermore, mediators have no vested interest in the outcome of the negotiations. The company and union must live together with the product of their discussions. Consequently, the mediator's interest in helping to secure a settlement extends no farther than his pride in doing a job well. In some men this is considerable; in others it is negligible.

Parties should be wary of mediators who seek settlement as a matter of personal aggrandizement. A few well-known mediators apparently derive considerable satisfaction from taking credit for being present when settlements take place. Since virtually all negotiations eventually end in settlement, it is possible for a mediator, if he was involved, to claim credit regardless of whether he helped. To the extent that he drains credit away from the parties themselves, this kind of action might be detrimental to the relationship.

Similarly, **if the mediator puts early settlement above and beyond all other considerations, he might be acting to the detriment of the relationship.** In some situations, the parties must give the impression to their constituency that they have worked until the last moment. Some constituencies expect this as an

indication that their representatives have forged the best possible settlement. Labour relations are replete with instances of settlements signed by negotiators weeks before the contract deadline only to have the rank and file send their negotiators back to the bargaining table to get more, expressing the belief that they hadn't worked as hard as they could. This is one of the reasons some negotiations end in the wee hours of the morning, after several frantic extensions of the deadline. Principal negotiators and mediator come out from a smoke-filled hotel room, shirts open, sweat pouring down from their faces, unshaven and tired—but smiling. The reporters and television cameramen are anxiously awaiting, as the television lights go on. The mediator steps forward and announces, "I am pleased to tell you that the parties have reached agreement." After waiting for the applause to die down, he says, "And I want to say further that these have been the most productive negotiations I have ever attended. Both sides spent tireless days hammering out the details, and now we have a contract that everyone can be proud to take back to his constituents."

Most contract negotiations do not end that way. Rather, the **settlements are secured quietly, without fanfare, punctuated by handshakes around the bargaining table.** But the bargainers and mediator, if he is present, are being delinquent if they think the job is done. Union bargainers must still secure ratification from their membership; management bargainers must explain and possibly secure approval from company representatives. Each side has its constituents, and a mediator who has failed to keep this fact before them is lacking. According to statistics from the U.S. Federal Mediation and Conciliation Service, in 1971 there were 795 (9.9 per cent) of all contracts involving federal mediation that were rejected by the union membership after tentative agreement by the bargainers. The Ontario Department of Labour reported a lower rate—5.5 per cent. These figures were down significantly from the more than 14 per cent reported by the U.S. Service in 1967, but they do represent a formidable problem that extends past the bargaining table.

There are several **devices that mediators can use to lessen the possibility of rank-and-file rejection.** A well-known private mediator in the United States said that he sometimes makes it a personal thing: after securing a final concession from management that he feels will cement the agreement among bargainers, he then goes down the line and secures a commitment from each man on the union's bargaining committee that he will support the settlement terms. This then becomes a gentlemen's contract between each union bargainer and the mediator, thereby helping to avoid overt dissension or less-than-active support among bargainers.

Mediators can help parties toward settlement at any stage of the bargaining process. In a few instances they are present from beginning to end. In many more instances they are not present at all, the two sides either preferring to go it alone, without outside interference, or they have not consciously considered the benefits a mediator might bring. In preparing for and carrying out negotiations, bargainers should be aware of mediation as a device thet can be used to attain certain bargaining objectives. If they decide to seek a mediator's help, they should know why, and then set up conditions in order to obtain maximum effectiveness from his services.

Following is a series of **questions that bargainers should ask themselves when considering mediation:**

1. Is it a sign of weakness to seek out a mediator? There is a belief among some bargainers that mediation represents compromise. Consequently, there is sometimes reluctance to request the services of a mediator, because it might be taken by the other side as an indication of weakness, a willingness to modify one's position.

A mediator himself can help the situation when he calls to make an initial appointment by not disclosing that one or the other side made the approach. Rather he can say that the Director of Mediation Services asked him to call. Section 203 (b) of the National Labor Relations Act in the United States permits this to happen by virtue of the following wording: "The (Mediator and Conciliation) Service may proffer its services in any labor dispute in any industry affecting commerce, either upon its own motion or upon the request of one or more parties to the dispute . . ."

o such provision is to be found in Canadian Acts. he Ontario Act, for example, requires the request of ther party as a pre-condition to appointment of a ediator. (The Labour Relations Act, Revised Statutes Ontario, 1970, Chapter 232, Sections 15 and 16). hus, in Canada at least, it is best to acknowledge the uation when calling on a mediator for the first me, to admit that seeking the aid of a mediator is a gn that you want help. If the other side sees this as demonstration of weakness, so be it. Nothing in ny law states that either side must retreat from its osition as a result of having called in a mediator.

ccording to a research study among labour and anagement bargainers, there is general agreement at chances for effective mediation are enhanced hen a mediator is jointly selected. Mediation ser- ce directors in both the U.S. and Canada indicated at, although joint requests for a particular mediator e rare (estimated at about 4 out of every 100 appli- ations in Ontario), the directors try to accommodate ch requests. If one of the bargainers wishes to se- ure outside help, he is well advised to approach the ther bargainer first. Chances are reasonably good at both are thinking the same thing. If not, there is erit in trying to convince the other side that an out- der might be helpful and then to direct joint efforts selection of an acceptable person.

Who should the mediator be? Some mediators are xperts on certain industries. Others are known to be pecialists on certain bargaining topics like pension lans or incentive systems. Most of them have no articular specialty.

nyone can serve as mediator; he does not have to e an employee of the government. The frequent as- ociation of a particular mediator's name with strike tuations should not discourage parties from that erson, because the best mediators are normally as- gned to the most difficult situations.

Persons who engage in bargaining should make a list of names of potential mediators. It is best to compile such a list when the urgency of bargaining is not present, to ask colleagues about their experience with certain individuals, to discover which men have particular expertise and even to meet and talk with mediators informally. Ideally, such a list would be compiled by labour and management negotiators together. Then, if the need arises, the identity of the person to bring in would be clear.

3. What role do you want the mediator to play? A mediator can play many roles. Principal among them are these: a neutral, a catalyst, or a leader.

(a) A Neutral. The word neutral does not mean impartiality here. It is taken for granted that **a mediator must always function with unquestioned impartiality.** Rather it means that under certain conditions a mediator serves best if he simply lends support to the two negotiators in the positions they already hold without any attempt to bring them closer together. Bargainers who have the situation well in hand with respect to each other but need someone to help bolster their strength with their own constituents probably require a neutral. One mediator gave this example of a neutral in action:

> "On one side was a large multi-employer group represented by a veteran management consultant, a real professional when it came to negotiating. On the other side was the business agent of a powerful union who completely dominated the union negotiating committee. The business agent had set a wage objective which he was confident could be achieved without a strike or, at worst, a strike of short duration.
>
> "The industry, after a long period of doldrums, was entering into a busy season. The employers felt keenly that the union's demands were exorbitant but, on the other hand, they were reluctant to accept a strike. If the demands had been higher they might have taken a strike. However, the chief negotiators knew each other well, and management's representative knew there was little hope of getting the union's business agent to recede significantly from his objective.

"The employer committee did not share their chief bargainer's insights into the situation. They were profoundly disturbed and angry, and they looked to the consultant to pull some kind of rabbit out of a hat. The consultant was concerned that his group might decide that he was ineffective, had failed them, and that they should dispense with his services. For the security of his position, he sought to bring in someone else who would fail also. That is why he requested mediation.

"It was evident from the first meeting that the management consultant did not want the mediator to interfere with his own efforts to get an agreement. He felt that if a breakthrough were possible, he could accomplish it. Similarly, the union's business agent did not welcome the mediator's presence; he didn't want anybody to try to compromise him out of an attainable bargaining objective, however unreasonable the employers might feel that objective to be.

"The management negotiator exhausted his efforts during a night session, with a strike set for the next morning. At this point he asked the mediator to try to mediate. In a separate caucus with the employers, all the mediator found it expedient to talk about was what he could do to get the union to lower its sights. When he caucused with the union he made a few feeble attempts to sound out their business agent about giving the employers a face-saver. His reaction was so frosty that the mediator spent the next 15 minutes with the union committee killing time in order to convince the employers in the next room that he was making a maximum effort.

"Eventually, he joined the employers, ostentatiously mopping his brow, and reported failure. The management consultant asked him to try out a number of intermediate positions on the union, but he must have known the efforts would be futile, because the business agent told the mediator he'd been approached on all the matters in private telephone conversations days before and that he'd rejected them. In each instance the mediator made a few feeble attempts to salvage a face-saver for the employers, and was rebuffed.

"Finally, the management consultant said: "I'm going to make a personal try myself—one last try." He left the mediator with his committee and determinedly strode into the union caucus room. He was with them for nearly an hour, and then surrendered." (Edward Peters, "The Mediator: A Neutral, A Catalyst or a Leader?" Labor Law Journal, October 1958).

The mediator often functions as a neutral when one or both parties have highly experienced negotiating spokesmen and a relatively inexperienced or unsophisticated constituency. His prime usefulness in this role is to eradicate doubts within a constituency about the effectiveness of their spokesman.

(b) A Catalyst. Here **the mediator acts as an agent to help parties extricate themselves from untenable positions.** Usually they are headed for a strike that neither wants, and they need a new face.

A mediator from the Ontario Department of Labour described his role as a catalyst in a dispute involving a well-known food processing company in southwestern Ontario. Here the union business agent was looking for pay rates that compared favorably with the highest paid industries in the community. The company, on the other hand, insisted that they could not afford to pay more than the rate for their particular industry—to do otherwise would be competitive suicide. After a number of meetings it became clear to both sides that they had argued themselves into an impasse; both had convinced members of their bargaining teams that their arguments were right, and neither could retreat without some loss of face. So they agreed to seek mediation. The mediator promptly sized up the scene, asked the negotiators if they wanted to settle, then sat back and took notes. During the next several hours he said nothing. Finally, about three hours later, the parties reached agreement. Members of both teams shook the mediator's hand and expressed appreciation to him for coming.

Here the mediator served the parties best by staying out of the way. All they needed was someone to help change the routine. Before he arrived neither negotiator had a reason for moving from his position.

ch session had become a ritual: 9 a.m. starting
ne, a review of progress, coffee break at 10, caucses till noon, lunch, then an afternoon of speechraking by each spokesman till quitting time at 4 p.m.
Then came a report by chief negotiators to their resective constituents. Usually by then tempers were sort, reflecting exasperation more than anything. When the mediator arrived the spokesmen promptly arted feeling each other out regarding tentative conomic packages; the mood had changed, and setment was inevitable.

A Leader. In most situations the mediator acts as a ader. He stays on the scene until settlement is ached or until it becomes clear that the parties are t ready for settlement. He assumes chairmanship joint sessions, decides when to break into separate cucuses, makes suggestions on how to proceed, its forth proposals for settlement, helps guide the rties on when to make concessions, apprizes them their obligations to their constituency and conatulates them on reaching agreement.

he mediator can play a leadership role in many difrent ways. In doing so he draws on experiences m other cases, and this is likely to be considerable. n June 30, 1971, for example, each of the 253 mediors employed by the U.S. Federal Mediation and onciliation Service was monitoring an average of 19 tive cases. (Federal Mediation and Conciliation rvice, **Twenty-Fourth Annual Report Fiscal Year 71,** page 29). In Ontario, which employed 19 mediors as of November 1972, there are approximately 000 applications a year for conciliation or mediion.

ne important way a mediator exerts leadership is to lp in formulating contract proposals. One mediator described a negotiating session in which an isue involved the desire of management for stewards secure their foreman's permission before leaving e work area to process a grievance. Management t forth contract wording as follows: "No steward all leave the work area without permission of the reman."

he proposal was promptly rejected; so, the mediator, sensing that the union was miffed more by the ne than the intent of the proposal, suggested the llowing wording, which was quickly accepted: "A eward shall have the right to leave his work area to rocess grievances upon receiving permission from is foreman."

The mediator can help, too, in packaging proposals. He sometimes tries to get the parties to think about the totality of unsettled issues by asking one, then the other: "are there any items still remaining that you would be willing to drop in ret of unsettled issues by asking one, then the other: "are there any items still remaining that you would be willing to drop in return for the other party's doing the same on one or more of its items?" Or, "will you concede items 2 and 5 on your list if I can get the other party to go along with your demand on pensions?"

Perhaps the most important function of a mediator as leader is to sense when the parties are ready to come to an agreement, then to bring them together for the final crunch. Theodore Kheel of New York City is well known for his ability in this regard. He believes that the time for action is when a strike deadline is imminent; it is then that the real decision-makers emerge. To quote Kheel: "I have been accused of crisis bargaining and placing great emphasis on the crunch. This simply recognizes human nature. Decision making is very difficult, because if you **make** a decision you can be criticized. You might be wrong.

"If a bargainer makes a decision too soon the constituents may say why didn't you get more? If you make the wrong decision you will be criticized. But decision-making is the essence of bargaining. The possibility of a decision is greatest when a crisis is near. Decisions made at the time of the crunch are made when bargaining is complete, when the only question left is one of liability.

"You know when the crunch is by looking at the clock. That's when the leaders emerge. I have nothing but respect for those who bargain and are prepared to make final and binding decisions. I have contempt for those who resist the crunch and are un-

willing to take responsibility for a decision." (Interview with Edwin Newman on the National Broadcasting Company's program, "Speaking Freely." November 6, 1971).

Thus, mediator Kheel's strategy as a leader is to **set conditions so that leaders emerge from each side of the bargaining table with increased self-esteem.** That's the most any mediator can do, because he has no power to say, "I accept" or "I reject."

4. Are you ready for mediation? Sometimes parties seek mediation too early. If they want a mediator to assist in forging a final settlement they should not call on him until they are ready to make some decisions. Strike deadlines are useful in promoting such readiness, but **a large number of negotiators believe that they can make more productive decisions without the spectre of a pending strike.** Many times a mediator is called in weeks before the deadline, and the contract is signed with his help, devoid of any strike talk. Then again, a mediator is often called upon and nothing happens, wasting his time, wasting the time of the bargainers and, possibly, preventing someone else from using his services.

A well-known Canadian mediator described his role in a session where parties were not ready for him. The dispute involved a large mining and smelting operation in Manitoba. Labour's spokesman, representing six different craft unions, had presented the company with a whole new contract and proposed that they use this as a basis for discussion. The company refused, insisting that the bargaining should be based on the existing agreement. The sides went round and round, meeting after meeting, never proceeding past the question of what document they would use as a basis for discussion. The **spokesman for each side had become so entrenched in his own position that retreat without loss of face was impossible.** The mediator attempted to discover what issues were in dispute, and when he found that the parties had never talked about issues, he threw up his hands and said, "Call me again when you're ready to talk the same language!"

It is not always possible to know whether you are ready. In the 1970 Canadian Postal negotiations Professor A. W. R. Carrothers, President of the University of Calgary, was called upon to mediate at a time when the parties had proceeded well past contrac deadline time and pressure for settlement was con siderable. The time for a mediator to help seeme ripe, but Professor Carrothers soon discovered tha the parties were not ready. Union leaders believe that by waiting longer they could get more. So Carro thers departed, and the parties stayed in a stalemat position for nearly two more months. It turned ou that the union leaders were right. After staging a series of rotating strikes around the country and pro voking the ire of nearly everyone, including the Prime Minister, it became clear that the money offe would be raised. Thomas O'Connor, a well-knowr Toronto lawyer, then entered the scene as mediato and a settlement was quickly secured.

5. Can you afford mediation? Mediators employed by the various government services perform their ser vices free of charge. **Ad hoc** mediators like Thoma O'Connor, A. W. R. Carrothers and Theodore Khee charge fees on a per diem basis ranging from $200 to $1,000 a day. Aside from his fees and expenses, a mediator's presence might cost the parties more tha they expected in the final settlement. Naturally, thi cannot be proved, but bargainers who have experi enced mediation with the more able mediators have reported that they wondered afterward whether they had been oversold.

Following is an excerpt from an article about Theod ore Kheel in **The New Yorker** magazine. (Fred C. Sha piro, "Profiles—Mediator" **The New Yorker,** August 1 1970):

"Representatives caught up in Kheel's negotiation procedure soon find that the isolated bargaining they are subjected to places them at a psychological dis advantage, and some feel that they may end up mak ing concessions they wouldn't have made in face-to face discussions with the other side. 'You can buy la bor peace by listening to Kheel, but it will cost you, one management negotiator has said. 'You have to be particularly careful when he gives you advice Look at it six ways from the ace and through a prism.

d once the agreement is concluded and the spell Kheel's persuasiveness has worn off, negotiators d to wonder, at least privately, whether they have been oversold."

s is not to say that a mediator's presence leads to sponsible settlements. Rather it is to point out t, in the presence of an effective mediator, there y be a tendency to bend a little farther than one uld otherwise. Also it serves to point out an ano- ly associated with mediation: that is, the most re- nsible mediators, like Kheel, will always point out the parties the full ramifications of their agree- nt, but it is these same men—the most able—who likely to cause parties to bend the most.

Do you want the mediator to suggest terms of set- ment? Some statutory mediation provisions re- re the mediator or mediation board to make non- ding recommendations for settlement terms. (See, Example, The Public Service Staff Relations Act of nada, RSC 19 C. P-35, as amended July 7, 1972, and e Labour Relations Act, Revised Statutes of On- o, 1970, Chapter 232, Section 31.) Since most med- on is voluntary or conducted under statutory pro- ions not requiring recommendations for tlement, the parties themselves should consider ether they want the mediator to suggest terms.

st mediators will not recommend settlement ms unless asked to do so by both parties. Experts divided on whether this should ever happen. se are among the strongest arguments for a medi- r's proposing settlement terms: (1) The opinions a third party can help bargainers see their own ngths and weaknesses better and get them off d center. (2) Mediators are often experts in cer- n areas of labour relations and can convert their ertise into workable contract language. This can especially helpful in framing contract provisions n designing benefit plans. (3) There is nothing to e, because the recommendations are not binding. One or both sides have gone too far out on a limb make a graceful retreat. A mediator can help do s without losing face. (5) Third-party recommen- ions sometimes lend sufficient weight to one side he other to satisfy his constituency that he's gone ar as he can.

Arguments against having the mediator propose settlement terms include the following: (1) One or both negotiators are likely to refrain from any real bargaining, because they believe the mediator will favour their side, providing them with added strength. (2) The mediator is not usually familiar enough with the day-to-day problems of the parties to make meaningful recommendations on any but the simplest matters. To trust him with some of the complex matters facing present-day negotiators would be risky. (3) The mediator is most likely to compromise on all issues that are susceptible to compromise, like money. If the parties wanted to compromise they could do it themselves. (4) The mediator's recommendations could be a powerful weapon in the hand of whatever party makes out best under the proposed terms.

7. Should the mediator be asked to arbitrate? Occasionally negotiators come to realize that they have reached an impasse on certain issues. One way to escape the impasse is to submit those issues to final and binding arbitration. Many mediators are also skilled arbitrators and have been known to serve the

same two parties both ways. In arbitration, the parties would put forth their positions and argue them in the fashion of lawyers before a judge, even bringing forth witnesses if necessary. As arbitrator the mediator performs a judicial function and the parties agree in advance to abide by his decision.

If the parties decide to submit their dispute to arbitration and the mediator serves as arbitrator, considerable time can be saved, because there is no need to repeat the background of the case. There is some advantage, however, in dismissing the mediator at this point and hiring a new man to arbitrate. This way the parties are forced to reassess their positions, to present them in a clear, logical fashion and argue them de novo. Many times the mediator has formed an opinion on the issues in dispute and made that opinion known, thus obviating his role as arbitrator.

A device has been used in recent years by some negotiators to escape some of the disadvantages of final and binding arbitration yet preserve the advantages of providing a way toward settlement of an impasse. This is called **last-best-offer arbitration.** Here parties each formulate a final settlement package that would be acceptable to them. This may include any items in dispute. Failure to include an item indicates that the party is willing to drop it. Each side can formulate more than one package, **each to be submitted to an arbitrator or arbitration board whose job it is to select one of the packages that, in his judgment,** is most reasonable.

The arbitrator has no power to compromise or change a package. When the parties submit the packages, they are then given a copy of each, and are given a time period, perhaps five days, to negotiate, knowing that if they have not come to an agreement by the end of the time period one of those packages will become the final, binding agreement. Arbitrators and mediators who have worked with last-best-offer arbitration report that on some occasions the parties overlap each other in formulating packages: the union, for example, submits a final acceptable package calling for a lower wage increase than the company in its package is willing to give. **The possibility of either side's submitting an unreasonable package is virtually nil,** because this would almost certainly result in selection of the other side's proposal, assuming that it is somewhat more reasonable.

8. Should there be a mediation board? So far the dis cussion has been based on the assumption that med iation is performed by a single person. This is usuall the case. Some statutes, however, such as the Publi Service Staff Relations Act of Canada and the Railwa Labor Act of the United States, (Public Law No. 25 (69th Congress), approved May 20, 1926, Section - provide for boards of mediation made up of mo than one person, three under the Canadian Act, fiv under the American. Sometimes parties themselve hire a multi-member board, usually consisting of representative selected by the employer and one s lected by the union. These two representatives the select a third man who acts as chairman of the boar The functions of the board are identical to those o an individual mediator. They may gain somewhat b establishing a more formal aura than an individu mediator. They may gain also from the fact that thre men working together can sometimes hammer out proposal for settlement that carries more impact tha a proposal suggested by a single person.

Most often, boards of mediation are established f the purpose of making recommendations for settl ment. Here multiple representation can have consi erable advantage in assuring each side that his ch sen representative is in consultation with t chairman while the recommendations are being fo mulated. This helps minimize the chance that fin recommendations will be specious or unworkable.

The value of a man representing each side on a boa of mediation extends beyond making input to t chairman in formulating recommendations. One his most useful functions is to tell members of h side that they are off base. It is this function that m be most important because the parties' nominee h more freedom than the chairman to say to membe of his negotiating team, "you're nuts, you're coc eyed."

Until now, the discussion has been concerned wi mediation as an aid in dispute settling. **Many em ployers and unions use preventive mediatio wherein outside assistance is sought long before a dispute materializes.** Often this is done in prepa tion for bargaining, to establish a mutual framewo from which give-and-take can proceed. Oftentim contract negotiations get bogged down with d agreements on matters of fact, such as area wa

rtes and costs of various fringe packages. With the lp of a mediator, many of these matters can be eared up, so that discussions can be confined to ratters of genuine disagreement, if any. Parties who gage in preventive mediation have been enthusias- t about its value, generally expressing the view that ter questions of fact are cleared up there are not ny matters of disagreement. One company and ion in Southwestern Ontario agreed several years o to regularly employ a mediator at least six nths before contract deadline time to help resolve ues of fact that might arise in the coming negotia- ns. Up till that time they had a history of crisis bar- ining capped by a strike or near strike. Since then y have regularly settled well in advance of dead- e, with nary an inkling of a crisis.

summary, mediation should be looked upon by ployers and union leaders **as a tool that can be ed in certain bargaining situations in order to help ain certain objectives.** In general, parties who have erienced mediation have expressed the belief that e mediator was helpful. Many parties have indi- ted that a mediator was instrumental in preventing, in shortening the duration of a strike.

me cases have been reported in which a mediator gravated a situation, thereby either preventing or laying settlement. For this reason, **parties should extremely careful about the selection of a media- r and the timing of his entry.** They should compile s of prospective mediators for possible future ref- nce. Then, if the need for outside assistance be- mes apparent, they should seek appointment of e man they want, and it should be made clear to e man what role he is expected to play. Among the st frequent mediator roles are those of a neutral, a alyst or a leader.

he mediator is expected to assume a leadership e, parties should be aware that his presence may costly, because **an effective mediator is likely to cause them to make more concessions than they would otherwise.** Parties should also be aware that most effective mediation often takes place at the time of a crisis, when a strike deadline is near; it is then that the real decision-makers emerge.

Although a mediator has no power to force the parties to settle, he can exert strong influence. The influence is enhanced if he is asked to propose settlement terms or to express his opinions regarding the positions of the parties. Sometimes mediators take power from the parties if asked to arbitrate, the parties agreeing in advance that the mediator's recommendations for settlement will be final and binding.

Some jurisdictions in Canada and the United States require mediation as a pre-condition to strike action. Some require appointment of a mediation board with power to make non-binding recommendations for settlement. Parties should be aware of the laws on these matters in the place where they operate and should use care to avoid application of those laws in a way or at a time that will impede settlement.

Employers and labor leaders should expand their thinking about mediation beyond the dispute-settling framework. Many times mediators can be helpful in preventing disputes by assisting parties at non-crisis times in determining facts that may form the background for negotiations to come.

SHAPING THE EXPANSION: ECONOMIC COUNCIL OF CANADA 10TH ANNUAL REVIEW

There was both good and bad news in the **Economic Council of Canada's 10th annual economic review,** released at the end of November. The good news was:

1. the economy is expected to expand in real terms by an annual rate of 6 per cent in the 1973-76 period;

2. unemployment should drop to 4.5 per cent in 1975 and 1976;

3. for the first time, there will be annual rates of change in output, employment and productivity for 11 sectors in the economy;

4. according to ECC Chairman André Renaud, Canada has weathered the worst of inflation, and price increases should occur at a much slower rate during the next few years.

But the Council's report was double-edged. While acknowledging that Canada's economic outlook is good, **the review warned provincial and federal governments to cut back on their social security programs in order to fight inflation and to head off sharp tax hikes.** Instead of the projected 21 per cent increase in welfare spending in the next two or three years, said the ECC, increases should be kept to about 11 per cent. This would represent a $4.6-billion cutback in projected social security payments from the cumulative outlays forecast at $56.3 billion for 1973 to 1976.

Dr. Renaud, a former University of Montreal economist, speaking at a news conference when the review was released, said the Council's decision to give up a specific inflation target for Canada is "the formal recognition of a reality." Canada cannot buck the tide of world inflation and the Government should not even try to do this, he maintained. But he was **optimistic** about the chances that Canada's severe inflation would cool off this year. The 1973 inflation problem was unusual, he said, and "five years from now we will look back upon it as exce tional." Inflation in the next two three years should average abou per cent, according to Dr. Renau

The Council—a 28-member fede advisory body made up of econ mists, industry executives, bank and labour union leaders—reco mended a new economic indic tor that would weigh Canadian i flation against consumer-pri changes taking place in Canad main trading partners, the Unit States, Britain, West Germar France, Italy and Japan. The obje tive is to shift from an absolute a relative measure of inflation b cause Canada cannot effectiv insulate itself from major pri changes abroad. With the Cou cil's proposed system, the need f government policy action wou be signalled whenever changes Canada's consumer price ind were more than half a percenta point above or below the weig ted average of corresponding pri changes in the aforementio countries.

he ECC said its earlier forecasts
f worldwide inflation had been
o low and that its 1972 proposal
t reduce Canadian price inflation
t 3 per cent between 1973 and
75 was out of date. Prices in
973 were about 9 per cent
gher than 1972 levels, according
t Statistics Canada figures, repre-
nting the steepest annual price
ke in 22 years.

I discussing the recommendation
at governments cut back their
cial security payments, Dr. Re-
ud said this should not be inter-
eted to mean the ECC is op-
sed to welfare payments as
ch, but that it is warning of the
nsequences of too rapid an in-
ease in welfare programs.
pending on welfare transfers in-
eased 18 per cent in 1971, 19 per
nt in 1972 and an estimated 14.3
r cent in 1973, according to the
C review. This year's increase is
ticipated to be about 21 per
nt, it said, and **"unless we as-
me that the public sector (gov-
rnments) will make room for the
crease in transfer payments by
gnificantly reducing the rate of
owth in other government ex-
enditures, it will have to finance
e additional transfers through
creased taxation."** The ECC esti-
ated that if social security trans-
r payments are not cut back,
ere will be **"substantial"** tax in-
eases, with the main burden of
come redistribution hitting
ose taxpayers with an annual in-
me of less than $15,000.

he Council said it is not opposed
welfare programs such as the
ew family allowance program
which it is estimated in 1974 will generate a $1.2-billion transfer increase. On the contrary, said the review, "... this reform has taken too long in coming, and ... among all social security measures, with the exception of old age pensions, increased family allowances may be the least likely to interfere with the workings of the labour market.

"It would have been desirable, however, to apply this program **more gradually.** For the future, our recommendation means that an effort should be made to find means of reducing payments based on the number of dependants under other social programs, such as unemployment insurance and retraining. Furthermore, it will be necessary to seek other measures aimed at moderating the increase in transfers, as we feel that equity requires compensation of the victims of inflation, which will undoubtedly produce an increase in disbursements made under existing programs," the review advised.

"In short, we wish to emphasize that we are not opposed to social security programs in general, nor to any program in particular. We are opposed to an increase in transfer payments that is too rapid, especially in a period of strong economic activity."

If economic trends continue, according to the Council, **the situation could arise where the proposed increase in welfare payments would not benefit those receiving them.** The larger payouts fan inflation, which in turn erodes the spending dollar of the society's poorer segments first and hits them the hardest.

Published reaction to the ECC's review was mostly negative and critical. The Canadian Association of Social Workers criticized the review for its welfare payment cutback recommendation and called it "disastrous." Instead of following the Council's recommendations, the Association urged the federal Government to consider additional financial output for social services. Reuben Baetz, Executive Director of the Canadian Council on Social Development, was quoted as saying the (Economic) Council has become so preoccupied with economic growth that it has lost sight of social goals.

A **Toronto Star** editorial said the ECC has assigned itself a "disappointingly modest" role and that its approach lacks a spirit of innovation and a willingness to contemplate basic economic improvements. **The Globe and Mail** editorialized that the 10th review is "a very sobering document," justifiably concerned with not only the size but the growth of all levels of government expenditures—38.5 per cent of Canada's Gross National Product in 1972, and a high annual acceleration rate. Government spending money is raised by taxation, the bulk of which is paid by persons earning less than $20,000 a year. "The Council's warning is blunt: slow down. It is a warning that must be heeded," said **The Globe.**

T.S.W.

LABOUR LEGISLATION IN 1973
PART 1: INDUSTRIAL SAFETY AND HEALTH

BY MILTON F. HOUSE

Two more sets of regulations have been issued under the Canada Labour Code, Part IV (Safety of Employees): Motor Vehicle Operators Hours of Service Regulations on October 31, 1973 and Noise Control Regulations, on January 31, 1973.

The Canada Motor Vehicle Operators Hours of Service Regulations set the hours of service for motor vehicle operators engaged in interprovincial trade or the transportation of mail, and the returns to be made by motor carriers.

Except in certain circumstances, a motor vehicle operator must be off duty at least eight consecutive hours before beginning a work shift. Hours of service are limited to 15 hours on duty per work shift (not more than 10 of which may be driving time) and 60 hours on duty in a work week unless precluded by unusual operational requirements and authorized by permit. Inspectors may declare "Out of Service" operators exceeding the maximum service allowed. Operators' daily logs and carriers' records of operators' hours of service must be maintained. With some exceptions, motor vehicles must bear identification devices and the carriers' name or symbol.

An amendment to the Motor V hicle Operators Hours of Servic Regulations provides for a mot vehicle operator whose home te minal is in the United States an who operates to any point in Car ada to comply with the Canadia regulation for daily logs if he use and maintains the Record c Hours of Servicexsetxoutxbyxthe b,ureauxofx-m,otorxCarrier Safet of the United States Departmer of Transportation in the manne prescribed by these regulations.

A motor vehicle operator mus upon request, produce his dail log for a safety officer or mot transport inspector.

An amendment to the Noise Con trol Regulations provides a new schedule of maximum permitte noise exposure at a worksite, re ducing the sound for eight hour exposure per work day from "9

ecibels) or more but less than
" to "more than 87 but not more
n 90 (decibels)" and bringing
e rest of the schedule in line.

**e Department of Transport is-
ed Safe Working Practices Regu-
ions under the Canada Shipping**
t on August 21, 1973. The new
ulation allows for the refuelling
equipment in the hold or in an
closed space of a ship if certain
uirements set out in the regu-
ion are met. The requirements
ating to hot work performed in
working area have been re-
rded and extended to include
t work being performed in a
k that has previously contained
troleum products.

**deral amendments to the Explo-
ies Regulations,** effective March
1973, primarily concern fire-
rks and ammunition. The "Sale
Explosives" amendment, how-
er, includes additional provi-
ns concerning industrial explo-
es. The owner, operator or
nager of a mine or quarry may
l authorized explosives for im-
diate use in the mine or quarry
to bona fide prospectors, if the
ne or quarry from which they
e being sold is under the super-
ion of a provincial Department
Mines or is a licensed magazine
d if the owner, operator or man-
er keeps a written record of the
name and address of the prospector, the nature and quantity of explosives sold and the date of sale, which record must be open at any time to an inspector or a peace officer as defined in the Criminal Code.

Under the **Industrial and Commercial Establishments Act in Québec** the general regulations were completely revised. Technological advances having made previous regulations obsolete, the Technical Branch of the Department of Labour and Manpower conducted a thorough study, involving consultation with the principal interested bodies, resulting in the fully modern version. The regulations apply, with the exception of mines, to all factories, works, workshops, work yards, and mills of every kind and their dependencies, as well as commercial establishments.

In the case of modifications and change of occupancy in new establishments, and new installations and equipment in existing establishments, appropriate measures must be taken to ensure safety and welfare conditions equivalent to the regulated standards. Detailed rules cover building plans and specifications, means of egress, fire alarm and fire fighting systems, machinery guards and safety devices, handling and transportation of materials, maintenance and repair work, hazardous work and control of hazardous substances, radiation, hygiene and welfare, personal protective equipment, worker transportation, accident reports, medical examinations, safety committees and women working nights. Subject to appeal, inspectors are empowered to require immediate safety measures, prohibit access to areas and issue stop work orders.

Regulations were also issued in **Québec under the Industrial and Commercial Establishments Act** relating to forestry operations and foundry works.

The regulation concerning the forestry operations relates to all aspects of safety, health and morality of employees. This new regulation came into force on October 17, 1973, and covers such areas as forestry and roads, forestry equipment, safety at work, personal protection equipment and the welfare of workers.

The regulation relating to foundry work is large in scope and covers all aspects of safety and health in foundries. The regulation came into force on October 10, 1973.

In Manitoba, regulations under the Employment Safety Act have focused particular attention on safety in the operation of **hoisting equipment** such as derricks and cranes. Hoisting equipment is to be erected, used and maintained in accordance with the specifications of the manufacturer and any deviations are to be certified as being safe by the manufacturer or a qualified professional engineer (effective October 3, 1973).

Tower cranes may operate at below freezing temperatures if they do not exceed the load temperature ratio specified by the manufacturer or a qualified professional engineer. Standard form load/temperature data must be made available to operators and loading supervisors of tower cranes and to any authority with respect to the cranes.

A log book is to be provided and maintained for each powered crane, derrick and hoist. The log book must show the maintenance and inspection history and any structural modifications of the hoisting equipment and all preventive maintenance work.

A direct verbal communications system must be installed and maintained between a tower crane operator and the hookup or signal man.

Foundations for tower cranes are to be designed or approved by a professional engineer.

Ontario passed regulations under The Boiler and Pressure Vessels Act to define units like cushion tanks, hot water storage tanks, and refrigerant vessels. Inspection requirements for the units defined are set out and previous inspection requirements are revised (effective August 27, 1973).

The Alberta Workmen's Compensation Board revised the safety regulations, effective January 1, 1973, consolidating and bringing up to date the ventilation, woodworking and general regulations. Emphasizing the active goal of occupational safety legislation, inspectors will now be known as "Accident Prevention Officers." Additional requirements include those for entering confined spaces and much more stringent provisions to ensure adequate ventilation in general and especially detailed ventilation requirements for: spray painting rooms and booths; protective coating (including painting and adhesive application); welding; abrasive blasting, gravel crushing and sand pit operations; asphalt plants; lead handling; garages and vehicle repair shops; foundries and steel mills; chemical treating, plating and solvent plants; fume cabinets; cleaning hoods; dust control.

New construction safety rules include those for underground utilities, trenches, excavations, maintenance scaffolds, rigging, powered mobile equipment (especially roll-over protection) and maintenance or repair of machinery or equipment (including locking-out and tagging procedures).

Newfoundland passed an amendment to regulations under the Elevator Act, 1969. Devices used solely for the movement of freight that were installed and operating prior to the passing of the Act are added to the list of elevators excluded from the application of the Act, provided certain conditions set out in the regulation have been adhered to in full.

In Alberta, new Board of Health regulations respecting occupational health were issued, effective September 27, 1972. They apply to any undertaking in which one or more persons are employed for any purpose whatsoever in connection with the manufacture, production, modification, repairing, servicing, finishing, preparing or breaking up of any article or commodity for sale or supply, either directly or indirectly, and to such other establishments as the provincial Board of Health may specify.

Occupational health inspecti officers will be appointed to minister the regulations. They empowered to enter and insp undertakings at any time dur working hours and question e ployees apart from the employ The American Conference of G ernmental Hygienists' latest Th shold Limit Values of Airbor Contaminants are adopted standards relating to gases, pours, mists, fumes, smoke dust. Employers must maintain healthy occupational environme and employees must comply w all health hazard rules. Co pliance notification may be issu ordering remedy of hazardo conditions within a specified tim Noncompliance may result in compliance order followed possible court action and $1,0 minimum fine, with further pro cution not barred for continu offence. Medical examinatio may be required.

The amended Ontario Constru tion Safety Act, 1973, proclaim in force on August 1, 1973, appli to every construction project the province, including tho being constructed by or on beh of the Crown. There are exem tions, such as mining and wo done by the owner on a farm. T Act incorporates provisions of t Trench Excavators' Protection A and provisions concerning unde ground workers from the Minist of Labour Act.

Responsibility for enforcement removed from municipal organ zations and placed under the Mi istry of Labour. Inspectors will b appointed under The Public Se vice Act and directed by a Depar ment of Labour Director. Inspe tors' powers are modified an confidential matters strengthene and Crown liability in respect torts by inspectors defined. A peals from an inspector's dec sions or orders may be made t the Director. Contractors mu notify the Director before com mencing work on a project, exce in emergency.

rder to facilitate the changes the Construction Safety Act, tario issued a general regu- on under the Act to cover all ects of workmen's safety and lth protection on construction jects including **tunnel con- uction and work in compressed** The regulation came into force August 1, 1973, the date of pro- mation into force of the Con- uction Safety Act, 1973.

ébec and Alberta amended vious regulations concerning ctrical equipment and installa- n. In Québec, the old electri- ns and electrical installations ulations being obsolete, and h many sections rendered in- erable by the Manpower Voca- nal Training and Qualifications , production of improved mod- regulations became impera- e. A thorough survey was car- d out by the Technical Services nch of the Department of La- ur and Manpower in co-oper- on with the Board of Examining ctricians, resulting in a com- te revision. In brief, the regu- ons cover broad general provi- ns that include defective tallations and use of approved uipment. Rules govern equip- nt approval, licences, installa- n permits, prefabrication, plans d specifications, and fees. Per- application and inspection re- rt forms are appended to the ulations.

Alberta replaced the old regulations under The Electrical Protection Act concerning electrical installations and equipment in oil fields by a set of detailed modern technical rules which became effective May 23, 1973, strengthening the safety precaution in oil fields.

Alberta also brought into existence a regulation under The Electrical Protection Act to amend regulations governing the manufacture, installation and inspection of electrical equipment. All electrical equipment which is manufactured, used, sold, displayed, offered for sale or other disposal in the province must be of approved design and material and bear a nameplate with details of marking stipulated in the Canadian Electrical Code, and bear evidence of approval (effective September 12, 1973).

A modern **plumbing code for Québec** has been established, under the Pipe Mechanics Act, to implement technical improvements into the legislation. More than 270 pages of exhaustive rules are accompanied by numerous specifications, many in chart form, as well as practical working tables, a detailed table of contents and comprehensive index that together should provide ready reference (effective April 1, 1973).

A new mines regulation in Newfoundland requires that where there exists danger of injury to workmen in the presence of hazards such as flying sparks, hot slag, moving machinery, impaired vision, etc., the manager must issue regulations requiring the hair to be adequately confined by an approved type of personal protective equipment (effective January 22, 1973).

Revised regulations issued February 15, 1973 in **Manitoba under the Public Health Act** repeal the fluoroscopic shoe-fitting devices regulations and provide controls for all kinds of X-ray equipment. Tables show maximum permissible occupational doses both in rads per year and per quarter (consecutive weeks of exposure) for organs, tissues and body parts of females not known to be pregnant but in the child bearing years; pregnant females; other workers; and maximum permissible dose in rads per year for organs or tissues of persons, other than patients, who are not X-ray workers. Rules govern authorization, certification, qualification, supervision, mandatory meedical examinations of operating personnel; duties of owners; equipment registration; location and installation plans; powers of technical and medical inspectors. Other than bona fide students, no person under 18 years of age may operate X-ray equipment.

Previously administered by the Department of Public Health, the **Saskatchewan Radiation Health and Safety Act** is now administered by the Department of Labour. The amendment, which was assented to March 29, 1973, also broadens the requirement for the submission of plans for industrial radiation installations to apply to all radiation installations. The Radiation Health and Safety Committee is continued, but one, instead of two diagnostic radiologists nominated by the College of Physicians and Surgeons of the Province of Saskatchewan, will serve on it. Nominated as before, a

therapeutic radiologist will continue to serve on the committee, as well as a medical practitioner, a physicist and two officers of the department. Added is the provision for one or more members to be selected by the Minister.

An amendment to the Alberta Provincial Board of Health Regulations Respecting the Protection of Workers from the Effects of Noise includes requirements for the qualifications of audiometric testing personnel. The identification of employees and details of their employment, noise exposure, armed forces, recreation, family and personal history, as well as other factors that could affect their hearing, must now be recorded. Acceptable conditions for audiometric testing are laid down (effective May 2, 1973).

Under the **Québec Petroleum Products Trade Act,** new regulations spell out detailed, modern technical rules governing general standards, classification, permits, retail and wholesale trade technical standards, and storage, transportation and handling technical standards. Annexed are forms, technical tables and specifications, and a list of technical references (effective April 4, 1973).

The foregoing article is the first o a series of six reports describin developments in Canadian labo legislation during the year; i cluded is legislation enacted b fore November 15, 1973. The r maining five reports will deal wit workmen's compensation; a prenticeship and tradesmen qualifications; labour standard human rights; and labour rel tions.

(Milton F. House is a member o the Legislative Research Branch o the Department).

PRICE INDEXES

CONSUMER, NOVEMBER

The consumer price index (1961=100) increased 0.8 per cent to 155.5 in November from 154.3 in October as all major components advanced. Increases of 1.2 per cent for food, 1.1 per cent for clothing and 0.8 per cent for housing were major contributors to the latest advance. The component for health and personal care rose 0.9 per cent, and increases of 0.3 per cent were registered for both the transportation and the recreation, education and reading elements; tobacco and alcohol advanced 0.2 per cent. In the month, the price level of all items other than food increased 0.6 per cent, and was 9.3 per cent above its level of a year earlier.

The food index increased 1.2 per cent to 171.8 from 169.7 as price levels for food consumed at home rose 1.2 per cent. Between November 1972 and November 1973, the food index advanced 18.4 per cent and the price of food for home consumption, 18.2 per cent. Food eaten away from home advanced 1.2 per cent and was 18.2 per cent above its level of a year ago. In the latest month, higher prices for beef, fresh vegetables and cereal and bakery products were responsible for the increase in the index for home-consumed food. The beef price index rose 2.1 per cent and was 30 per cent above its November 1972 level. Poultry prices increased slightly and pork quotations, on average, declined. Canned salmon prices advanced 3.6 per cent to 52.4 per cent above their level of a year ago. Fresh produce prices registered mixed movements in the latest month. The index for fresh fruit declined 0.7 per cent to more than 30 per cent above its 1972 level. Fresh vegetable prices advanced 5.4 per cent in November 1973, but were less than 10 per cent higher than in November 1972. Canned fruit and vegetables, on average, both recorded an increase of more than 3 per cent between October and November. The price of bread was only slightly higher in November but

the cereal and bakery products index rose 2.0 per cent because of noticeable price increases for cookies and cakes, macaroni, breakfast cereal and flour. The fats and oils index increased 3.9 per cent, as margarine prices advanced 6.5 per cent to 23 per cent above its level of a year ago. For the second consecutive month, a decline of 0.6 per cent was registered in the dairy products index, reflecting continued reductions in fresh milk and in powdered skim milk prices to which government subsidies are applicable.

The housing index rose 0.8 per cent to 156.1 in November from 154.9 in October because of increases of 0.5 per cent in the shelter component and 1.3 per cent in the household operations component. Within shelter, the home-ownership element advanced 0.7 per cent because of increased indexes for mortgage interest, new houses and home-owner repairs; rents rose 0.2 per cent. Among household operation items, fuel oil prices rose, on average, 3.5 per cent, almost entirely as a result of increases in Eastern Ontario, Québec and the Atlantic provinces. In the past 12 months, fuel oil prices have advanced more than 23 per cent. The furniture index rose 1.7 per cent in the latest month and among other home furnishings, cookware, dishes, linen, draperies and floor coverings were higher in price. Household supply items, on average, increased 0.1 per cent. Between November 1972 and November 1973 the housing index rose 6.8 per cent.

The clothing index advanced 1.1 per cent to 143.8 from 142.3, and was 6.6 per cent above its level of a year ago. Most major components contributed to the increase in November 1973; footwear prices rose, on average, 2.7 per cent, reflecting general advances for all items surveyed. Increases in most clothing items were responsible for the increase in the indexes for men's wear, 1.0 per cent, women's wear, 0.6 per cent, and children's wear, 1.2 per cent; the piece goods index declined 0.2 per cent.

The transportation index rose 0.3 per cent to 140.1 from 139.7, as an increase in the private transportation element outweighed a decline in the component for public transportation. The main contribution to a 0.5 per cent advance in private transportation was a 1.4 per cent increase in gasoline prices that occurred mainly in cities in Eastern Ontario, Québec and the Atlantic provinces. General price increases were recorded for motor oil. New car quotations rose slightly as the price level of 1974 models were, after adjustment for quality change, 0.1 per cent higher, on average, than that of the year-end 1973 models. The public transportation component was 0.3 per cent lower as a decline in the index for plane fares outweighed an increase in the train fares index. The transportation index was 5.3 per cent above its level of a year ago.

The health and personal care index rose 0.9 per cent to 160.8 from 159.3 because of a 1.4 per cent rise in the personal care component. Personal care services advanced 2.4 per cent because of increased charges for men's haircuts and women's hairdressing in several centres; quotations for toiletry items rose, on average, 0.5 per cent. Between November 1972 and November 1973, the health and personal care index advanced 6.1 per cent.

The recreation, education and reading index rose 0.3 per cent t 148.3 from 147.8; the rise wa mainly attributable to an advanc of 0.5 per cent in the recreatio element as higher movie admi sion charges and increased spor equipment prices were recorde in several cities. The reading inde rose 0.1 per cent because of highe newspaper subscription rates i Ottawa. In the latest twelv months, the recreation, educatio and reading index rose 5.0 pe cent.

The tobacco and alcohol index in creased 0.2 per cent to 136.9 fror 136.6 mainly because of highe prices in several centres for bee and liquor consumed on license premises. It was 2.9 per cent abov its level of a year ago. Generall higher tobacco prices were als recorded.

Consumer price movements, r classified by goods and service give **another view of the incidenc of price change.** Between Octobe and November, the total goods in dex advanced 1.0 per cent, th main impetus coming from nor durable goods that rose 1.0 pe cent, mainly because of highe food, fuel oil and gasoline price The index for semi-durable gooc rose 1.1 per cent, mainly becaus of higher clothing quotations, an the component for durable gooc advanced 0.5 per cent, as a resu of increased furniture prices. Th services index rose 0.5 per cent a increases were recorded in th shelter, health and recreation ele ments. Between November 197 and November 1973, the tota goods index advanced 11.8 pe cent and that for services 6.3 pe cent.

TY CONSUMER, OCTOBER

tween September and October, nsumer price indexes rose in nt regional cities and city-com-iations and declined in four. e movements ranged from a de-ase of 1.1 per cent in Thunder to an increase of 1.0 per cent Québec City. Food indexes de-ned in nine, reflecting lower ces for most beef and pork cuts, sh fruit, dairy products and gs. Bakery and cereal products, ultry, fats and oils, and food en away from home were her in price in all cities and y-combinations. Housing com-nents rose in eight cities and lined in four. Tenancy costs anced in all cities but home-nership costs declined in sev-l, reflecting reductions in prop-y taxes. Clothing prices were her in all cities as increases re registered for footwear, outer ar and sportswear. Increased ces for dental care and phar-ceuticals were responsible for advance in the health and per-nal care components in all es. The recreation, education d reading indexes advanced in cities, mainly because of her admission charges to sport-events and increased driving son fees. Transportation re-ded mixed movements, and the acco and alcohol indexes were hanged.

WHOLESALE, OCTOBER

The general wholesale price index (1935=100) rose 0.9 per cent in October to 404.1 from the revised September index of 400.7 and was 26.8 per cent higher than a year earlier. Five of the eight major group indexes advanced and three declined. There were significant September-to-October declines in certain important primary products but these were more than offset by increases in such products as textiles and metals. Grains dropped slightly from their September level and for the second consecutive month, livestock and fresh meats declined. Certain lumber prices, especially those for use in construction, were lower, but some hardwoods, used mainly in the production of furniture, continued to increase. In other group indexes, textile products advanced 8.9 per cent to 384.5 from 353.1 in September on higher prices for miscellaneous cotton products, cotton fabrics and raw cotton; non-ferrous metals increased 4.8 per cent to 354.5 from 338.2, reflecting price increases for silver, zinc and copper and its products; iron products rose 1.2 per cent to 365.1 from the revised index of 360.7 on price increases for hardware and wire; chemical products increased to 267.1 from the revised index of 265.2, and non-metallic minerals rose to 265.1 from the revised 261.8. The animal products group index moved 1.5 per cent lower to 483.8 from a revised 491.2 in September, reflecting declines in furs and livestock. Minor declines were recorded in the other two major group indexes—wood products to 506.7 from 509.6 and vegetable products to 408.6 from 410.7.

GENERAL TOPICS

EMPLOYMENT, NOVEMBER

In the week ended November 17 there were 9,297,000 persons in the labour force—8,829,000 were employed and 468,000 were unemployed, Statistics Canada estimates.

The level of employment on a seasonally-adjusted basis, increased 41,000 to 8,857,000 in November, following a larger increase in October. The employment level for persons 14-24 increased 35,000 to 2,312,000 in November from 2,277,000 in October, following a small increase between September and October. Employment for married men 25-54 and for married women 25-54, showed little change from the October level. The most pronounced change in the employment level occurred in Ontario, 37,000, following a substantial increase last month. The level in the Prairie region also showed a large increase, 15,000, and in the Atlantic region and Québec the level increased slightly. The largest decrease, 17,000, in British Columbia, follows an increase of about the same number in October. For part-time workers, the level increased 31,000; for full-time workers the increase of 9,000 was smaller.

The unemployment level, seasonally-adjusted, decreased 10,000 to 529,000 in November, following a decrease of 22,000 between September and October. There was a small decrease in the level for persons 14-24 and for women 25 and over and a small increase for married men 25-54. By duration, the short-term unemployment level—persons unemployed less than four months—decreased 12,000; long-term unemployment increased slightly by 5,000.

The unemployment rate, seasonally-adjusted, decreased 5.6 in November from 5.8 in October. The largest change was in Ontario where the rate declined 0.7. It increased 0.4 in Québec and 0.3 in the Prairie region, but decreased slightly in the Atlantic region and British Columbia. By main age-sex groups it declined 0.4 for persons 14-24, the second successive month of declines for these groups. The rate for married men 25-54 showed little change.

The participation rate, at 57-6, seasonally-adjusted, showed no change from October. The rate for persons 14-24 increased 0.6 to 54.7 after remaining stable for three successive months. There was a large decrease of 1.1 in the rate in British Columbia, following an increase of 0.6 for the previous month. In the Prairie region t rate increased 0.6; other regio showed little change.

U.S. EMPLOYMENT, NOVEMBER

The United States unemployme rate in November was 4.7 per ce of the labour force compared wi 4.5 per cent in October. This i crease, according to the U.S. D partment of Labor, had nothing do with the oil shortage, whi had had no effect on jobs by ea November when the labour for survey was taken. The number unemployed persons in Novemb was 4,300,000—200,000 more th in October. There was an increa in the unemployment rate f adult women—it rose to 4.7 p cent from 4.4 per cent in Octob Slightly more than half of t unemployed persons in Novemb had been out of work for less tha five weeks—one fifth of them ha been out of work for 15 weeks more. The average duration unemployment was 10.1 week little changed from recent month

FEBRUARY CREDITS

Photos. Bill Payne, Australian I formation Services: p. 98. Murra Mosher, Photo Features: p. 10 103, 104, 105. N.F.B.: p. 110, 11 122, 124, 125. Dan Mothersill, To ronto: p. 115, 116. Jim Edward California: p. 118. Hank Lebo, Lo Angeles: p. 119.

CONCILIATION

During November the Minister of Labour appointed conciliation officers to deal with the following disputes:

Air Canada and International Association of Machinists and Aerospace Workers, District Lodge 148 (representing a unit of cafeteria employees at the Air Canada Base, Dorval, Qué.) (Conciliation Officer: M. Archambault).

Beedy Storage and Cartage Limited, Lethbridge, Alta., and General Teamsters, Local 362 (Conciliation Officer: D. H. Cameron).

Knwood's Moving and Storage Limited, Montréal, Qué., and Cartage and Miscellaneous Employees' Union, Local 931 (Conciliation Officer: J. J. de Gaspé Beaubien).

Eastern Provincial Airways (1963) Ltd., Gander, Nfld., and Maritime Airline Pilots' Association (representing a unit of pilots) (Conciliation Officer: W. J. Gillies).

Canadian Pacific Limited (British Columbia Coast Steamship Service), Vancouver, B.C., and Vancouver Canadian Pacific Shipyard Workers' Union, Local 1552 (CLC) (Conciliation Officer: D. H. Cameron).

Canadian Pacific Limited (British Columbia Coast Steamship Service), Victoria, B.C., and Victoria Canadian Pacific Maintenance Workers' Federal Union, Local 493 (CLC) (Conciliation Officer: D. H. Cameron).

Maple Leaf Mills Limited, Komoka, Ont., and International Chemical Workers' Union, Local 552 (representing a unit of employees at the Komoka Plant) (Conciliation Officer: H. A. Fisher).

Airwest Airlines Ltd., Vancouver International Airport, Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers, Local 100 (Conciliation Officer: A. A. Franklin).

Crown Moving & Storage (Operated by Donald W. Murray Movers Ltd.), Welland, Ont., and Teamsters Local 879 (Conciliation Officer: H. A. Fisher).

CHLT Radio Sherbrooke Ltée; CHLT Tele-7 Ltée and CKTS Radio Sherbrooke Ltée, Sherbrooke, Qué., and National Association of Broadcast Employees and Technicians (Conciliation Officer: M. Archambault).

Settlements by conciliation officers. Nordair Limited, Dorval, Qué., and Canadian Air Line Dispatchers Association (representing a unit of employees classified as dispatchers and assistant dispatchers (Conciliation Officer: R. N. Gray) (LG, Jan., p. 71).

Atomic Energy of Canada Limited (Chalk River Nuclear Laboratories), Chalk River, Ont., and the Chalk River Technicians and Technologists, Local 1568 (CLC) (Conciliation Officer: K. Hulse) (LG, Sept. 1973, p. 620).

Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment), Pinawa, Man., and Canadian Union of Public Employees, Local 938, Nuclear Reactor Operators (representing hourly rate employees of the Operations Branch) (Conciliation Officer: A. E. Koppel) (LG, Sept. 1973, p. 620).

Atomic Energy of Canada Limited (Chalk River Nuclear Laboratories), Chalk River, Ont., and Chalk River Atomic Energy Draftsmen, Local 1569 (CLC) (Conciliation Officer: K. Hulse) (LG, Sept. 1973, p. 621).

Decision to take no action. Meyers Transport Limited, Campbellford, Ont., and General Truck Drivers Union, Local 938 (Conciliation Officer: T. B. McRae) (reassigned to M. K. Carson) (LG, Dec. 1973, p. 829).

Dispute settled following decision to take no action. Chapman's Transport Ltd., Kelowna, B.C., and General Truck Drivers and Helpers' Union, Local 31 and Teamsters Union, Local 213 (representing office employees) (Conciliation Officer: G. W. Rogers) (LG, Sept. 1973, p. 621).

Legal strike following decision to take no action. Capital Coach Lines Limited, Ottawa, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (representing a unit of employees classified as drivers) (Conciliation Officer: M. K. Carson) (strike commenced November 20, 1973) (LG, Oct. 1973, p. 695).

Conciliation commissioner appointed. Island Airlines Limited, Campbell River, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (LG, Dec. 1973, p. 829).

Conciliation commissioner reports received. Canadian National Hotels Limited (Fort Garry Hotel), Winnipeg, Man., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Commissioner: J. S. Gunn) (LG, Jan., p. 72). (Full text appears in Supplement No. 3, 1973.)

Atomic Energy of Canada Limited (Power Projects), Sheridan Park, Ont., and The Sheridan Park Atomic Energy Draftsmen, Local 1645 (CLC) (Conciliation Commissioner: Professor Donald Fraser) (LG, Jan., p. 72). (Full text appears in Supplement No. 3, 1973.)

Conciliation commissioner settlements. Rio Algom Mines Limited (Nordic Section and Quirke Section), Elliot Lake, Ont., and United Steelworkers of America (representing a unit of office and technical workers) (Conciliation Commissioner: Thomas C. O'Connor) (LG, Jan., p. 72).

Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment), Piwana, Man., and United Steelworkers of America, Local 7806 (representing specified hourly rate employees) (Conciliation Commissioner: J. S. Gunn) (LG, Nov. 1973, p. 771).

Settlement reached at conciliation commissioner stage. Atomic Energy of Canada Limited (Commercial Products), Ottawa, Ont., and Ottawa Atomic Workers Union, Local 1541 (CLC) (Conciliation Commissioner: Professor Donald Fraser) (LG, Jan., p. 72).

Conciliation board report received. Maritime Employers Association (acting for and on behalf of the Shipping Federation of Canada Inc.), Port of Saint John, N.B., and International Longshoremen's Association, Local 273 (LG, Oct. 1973, p. 697). (Full text appears in Supplement No. 3, 1973.)

Settlement reached by conciliation board. Air Canada, Montréal, Qué., and Canadian Air Line Flight Attendants Association (LG, Jan., p. 72).

Strike action following conciliation board procedure. Alaska Trainship Corporation, New Westminster, B.C., and Canadian Merchant Service Guild (strike commenced November 8, 1973) (LG, Jan., p. 72).

Legal lockout following conciliation board procedure. Maritime Employers Association (acting for and on behalf of the Shippin Federation of Canada Inc.), Port o Halifax, N.S., and Internation Longshoremen's Association, Lo cal 269 (lockout commenced No vember 7, 1973) (LG, Jan., p. 72).

Appointment of mediators unde Sec. 195 Canada Labour Cod (Part V—Industrial Relations). C nadian Broadcasting Corporatio and the Canadian Wire Servic Guild, Local 213, The America Newspaper Guild (Mediator: C. Poirier) (LG, Jan., p. 72).

Maritime Employers Associatio (acting for and on behalf of th Shipping Federation of Canad Inc.), Port of Halifax, N.S., and In ternational Longshoremen's Asso ciation, Local 269 (Mediator: A. Gibbons) (see above).

Settlements reached by mediato under Sec. 195, Canada Labou Code (Part V—Industrial Rela tions). Atomic Energy of Canad Limited and Atomic Energy Allie Council (comprising ten variou unions representing employees a Chalk River Nuclear Laboratorie and also the International Associ ation of Machinists and Aerospac Workers, Lodge 608, representin specified hourly rate employees o the Whiteshell Nuclear Researc Establishment at Pinawa, Man., (Mediator: T. B. McRae) (LG, Dec 1973, p. 830).

Aqua Transportation Limited, Van couver, B.C., and Canadian Mer chant Service Guild (Mediator: D S. Tysoe) (LG, Jan., p. 72).

Aqua Transportation Limited, Van couver, B.C., and Canadian Broth erhood of Railway, Transport an General Workers (Seamen's Sec tion), Local 400 (Mediator: D. S Tysoe) (LG, Jan., p. 72).

Settlement reported by mediator Radio Saguenay Limited (CKRS CKRS-TV), Jonquière, Qué., and l Syndicat des Employés et tech niciens en radio et T.V., Saguenay Lac St-Jean (CSN) (Mediator: G. R Doucet) (LG, Oct. 1973, p. 697).

DECISIONS OF THE UMPIRE

CUB 3255

The sole question for determination in this appeal is whether the claimant is entitled to maternity benefits during her re-established benefit period" the umpire said.

On August 18, 1971, the claimant filed an initial claim for benefit stating that she had been employed by the Bank ... from June 8, 1970 to August 13, 1971, when she left voluntarily because of pregnancy. A medical certificate confirmed the pregnancy and stated that, owing to complications in the pregnancy, the claimant was unable to work.

The claim was allowed as a major attachment claim and claimant received sickness benefits for a period of 15 weeks, the maximum period for which benefits can be paid in the Initial Benefit Period (Section 22 of the Act).

Under Section 20(6) of the Act, claimant's initial benefit period terminated on December 11, 1971 because, by that date, she had been paid benefits for the maximum number of weeks (15) for which initial benefits may be paid under Section 22.

In this decision, the umpire said: "It is not disputed that the claimant's expected date of confinement (February 3, 1972) fell during the re-established benefit period, that is, the period that follows automatically and immediately the initial benefit period. The sole question for determination in this appeal is whether the claimant is entitled to maternity benefits during her re-established benefit period. The applicable legislation is Section 30 of the Act. It reads as follows:

30. (1) Notwithstanding section 25 or 46 but subject to this section, benefits are payable to a major attachment claimant who proves her pregnancy, if she has had ten or more weeks of insurable employment in the twenty weeks that immediately precede the thirtieth week before her expected date of confinement; and for the purposes of this section, any weeks in respect of which the major attachment claimant has received benefits under this Act that immediately precede the thirtieth week before her expected date of confinement shall be deemed to be weeks of insurable employment.

(2) Benefits under this section are payable for each week of unemployment in

(a) the fifteen-week period that begins eight weeks before the week in which her confinement is expected, or (b) the period that begins eight weeks before the week in which her confinement is expected and ends six weeks after the week in which her confinement occurs, whichever is the shorter, if such a week falls in her initial benefit period established pursuant to section 20 exclusive of any re-established period under Section 32.

CORRECTION

On page 836 of the December issue of The Labour Gazette, it was stated that Decisions of the Umpire 1943-70 are available from Information Canada at $1.00 a set. This should read $100 a set.

"The claimant submits as follows: '... It is our submission that maternity payments are payable during any period of unemployment under Section 30(2)(a) or 30(2)(b); however, if such a week occurs during the initial claim period, the claimant only receives the shorter of (a) or (b). The purpose of the section is to provide longer unemployment insurance benefits to women who get pregnant during a period of unemployment.'

"I do not agree with this suggested interpretation. It seems to me that maternity benefits are payable only as specified in Section 30 of the Act and that Section 30(2) makes these payments exclusive of any re-established period.

"Subsection (2) of Section 30 clearly states that maternity benefits are payable for each week of unemployment in the shorter of the two periods described in (a) and (b) thereof and further provides that such week of unemployment must fall in her initial benefit period and specifically states that in computing her initial benefit period, any and all re-established periods are excluded.

"This language is to me clear and unambiguous in restricting maternity benefits to the initial benefit period.

"Claimant submits that the purpose of the Section is to provide longer unemployment insurance benefits to women who get pregnant during a period of unemployment. If that was the purpose of the Section, the draftsman certainly did not use apt words to express that intention. In my opinion, there is no ambiguity in the words used and Section 30(2) clearly restricts the payment of maternity benefits to the initial benefit period.

"Claimant's appeal is therefore dismissed."

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4. McBrearty, James Connell. Grievances: from prevention through arbitration, by James C. McBrearty and Guy M. Parent. [Tucson, Ariz., Old Pueblo Printers, 1973] 57 p.

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LABOUR STATISTICS

Principal Items	Date	Amount	Percentage Change from Previous Month	Percentage Change from Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended November 17, 1973		9,297	− 0.2	+ 4.6
Employed	November	8,829	− 0.6	+ 5.6
Agriculture	"	416	− 9.8	− 3.3
Non-agriculture	"	8,413	− 0.1	+ 6.1
Paid workers	"	7,875	− 0.3	+ 6.4
At work 35 hours or more	"	6,417	− 10.5	− 2.3
At work less than 35 hours	"	2,102	+ 53.4	+ 42.0
Employed but not at work	"	310	− 10.1	− 1.0
Unemployed	"	468	+ 9.1	− 10.7
Atlantic	"	61	+ 17.3	+ 3.4
Québec	"	171	+ 12.5	− 9.0
Ontario	"	117	− 8.6	− 18.8
Prairie	"	57	+ 39.0	− 13.6
British Columbia	"	62	+ 10.7	− 7.5
Without work and seeking work	"	449	+ 8.7	− 10.4
On temporary layoff up to 30 days	"	19	+ 11.8	− 17.4
INDUSTRIAL EMPLOYMENT (1961 = 100)†	August	136.5	− 1.5	+ 2.4
Manufacturing employment (1961 = 100)†	"	132.4	+ 0.7	+ 4.5
IMMIGRATION	1st 9 mos. 1973	119,890	−	−
Destined to the labour force	"	60,892	−	−
STRIKES AND LOCKOUTS				
Strikes and lockouts	October	126	− 8.7	+ 48.2
No. of workers involved	"	33,616	− 68.2	+ 14.4
Duration in man days	"	468,190	− 30.5	+ 20.1
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	August	160.60	+ 0.7	+ 6.4
Average hourly earnings (mfg.)†	"	3.82	− 0.8	+ 7.3
Average weekly hours paid†	"	39.2	+ 1.3	− 2.0
Consumer price index (1961 = 100)	"	153..0	+ 1.3	+ 8.3
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	"	130.7	−	+ 3.2
Total labour income (Millions of dollars)†	October	5,576.5	+ 1.0	+ 12.5
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	October	215.4	+ 1.9	+ 5.9
Manufacturing	"	210.7	+ 1.7	+ 6.6
Durables	"	248.5	+ 1.9	+ 8.7
Non-durables	"	180.8	+ 1.6	+ 4.4
NEW RESIDENTIAL CONSTRUCTION**				
Starts	October	22,069	−	− 2.3
Completions	"	20,901	−	+ 11.3
Under construction	"	174,929	−	+ 5.1

*Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
†Advance data.
‡Preliminary.
**Centres of 10,000 population or more.

STRIKES AND LOCKOUTS

tistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department f abour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three ales in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all vckers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the vrk stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

IKES AND LOCKOUTS, 1968-1973

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Strikes and Lockouts in Existence During Month or Year: Workers Involved	Duration in Man-Days: Man-Days	Duration in Man-Days: Per Cent of Estimated Working Time
1968	559	582	223,562	5,082,732	0.32
1969	566	595	306,799	7,751,880	0.46
1970	503	542	261,706	6,539,560	0.39
1971	547	569	239,631	2,866,590	0.16
1972	556	598	706,474	7,753,530	0.42
1972—October	44	85	29,393	389,870	0.26
November	51	101	33,612	308,240	0.20
December	27	78	11,017	131,180	0.10
1973—January	38	87	12,427	164,600	0.11
February	39	87	16,011	154,930	0.11
March	46	98	19,444	223,290	0.14
April	64	114	23,546	232,820	0.16
May	75	139	40,166	521,670	0.32
June	58	136	47,181	612,600	0.34
*July	43	125	56,424	546,550	0.32
*August	52	141	101,024	1,248,160	0.68
*September	39	138	105,801	673,580	0.46
*October	37	126	33,616	468,190	0.27

eliminary. †Revised.

TIKES AND LOCKOUTS, OCTOBER, 1973, NDUSTRY (PRELIMINARY)

dstry	In Effect During Month: Number Beginning During Month	In Effect During Month: Strikes and Lockouts	In Effect During Month: Workers Involved	In Effect During Month: Man-Days
ostry	—	—	—	—
es	4	8	2,325	22,740
nufacturing	16	69	20,775	306,910
struction	3	8	4,304	53,000
nsportation and utilities	3	9	1,431	22,190
ae	3	11	838	15,770
nce	—	—	—	—
ce	6	17	2,811	39,490
lic administration	2	4	1,132	8,090
All Industries	37	126	33,616	468,190

STRIKES AND LOCKOUTS, OCTOBER, 1973, BY JURISDICTION (PRELIMINARY)

Jurisdiction	In Effect During Month: Number Beginning During Month	In Effect During Month: Strikes and Lockouts	In Effect During Month: Workers Involved	In Effect During Month: Man-Days
Newfoundland	1	3	945	3,220
Prince Edward Island	—	—	—	—
Nova Scotia	—	2	323	5,610
New Brunswick	—	2	1,375	18,930
Quebec	11	44	11,003	177,230
Ontario	9	34	8,763	122,900
Manitoba	1	2	503	7,470
Saskatchewan	—	—	—	—
Alberta	3	8	4,212	47,050
British Columbia	8	23	4,802	58,860
Federal	4	8	1,690	26,920
All Jurisdictions	37	126	33,616	468,190

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER 1973 (PRELIMINARY)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: October	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Mines						
METAL						
American Smelting & Refining Co., Buchans, Nfld.	Steelworkers Loc. 5457 and I.B.E.W. Loc. 674 (AFL-CIO/CLC)	570	1,140	79,800	Mar. 15 Oct. 3	Wages—Increase from 80¢ 95¢ an hr.; improved severan and pension benefits.
Bradina Mines, Houston, B.C.	Steelworkers Loc. 271 (AFL-CIO/CLC)	125	2,750	11,890	June 18 –	Not reported—
Graigmont Mines Ltd., Merritt, B.C.	Steelworkers Loc. 6523 (AFL-CIO/CLC)	372	8,180	11,900	Sept. 16 –	Wages, working conditions, jo security—
Giant Mascot Mines, Hope, B.C.	Steelworkers Loc. 946 (AFL-CIO/CLC)	150	3,150	3,150	Oct. 1 –	Safety conditions—
*Whitehorse Copper Mines Ltd., Whitehorse, Yukon.	Steelworkers Loc 926 (AFL-CIO/CLC)	160	160	160	Oct. 10 Oct. 12	Not reported—Not reported.
Lornex Mining Corporation, Highland Valley, B.C.	Steelworkers Loc. 7916 (AFL-CIO/CLC)	500	3,000	3,000	Oct. 11 Oct. 19	Change in shift schedule Question gone to arbitration.
Brenda Mines Ltd., Peachland, B.C.	Steelworkers Loc. 7618 (AFL-CIO/CLC)	275	550	550	Oct. 16 Oct. 17	Employees walked off the jo over firing of probationary em ployees—Return of workers a ter discussion.
NON-METAL						
Canadian Rock Salt Co. Ltd., Pugwash, N.S.	Oil Workers Loc. 9-823 (AFL-CIO/CLC)	173	3,810	3,980	Sept. 28 –	Wages—
Manufacturing						
FOOD AND BEVERAGES						
Dare Food (Biscuit Division) Ltd., Kitchener, Ont.	Brewery Workers Loc. 173 (AFL-CIO/CLC)	380	8,360	135,610	May 26/72 –	Wages, hours—
Canada Starch Co. Ltd., Cardinal, Ont.	Retail, Whole-sale Employees Loc 483 (AFL-CIO/CLC)	400	8,800	24,800	Aug. 2 –	Wages, fringe benefits—
RUBBER						
Firestone Tire and Rubber, Joliette, Que.	Rubber Workers Loc. 790 (AFL-CIO/CLC)	300	6,600	46,500	Mar. 22 –	Delayed negotiations in a nev contract—
Les Caoutchoucs Acton, Ltée, Acton Vale, Qué.	CLC Directly Chartered	396	8,710	21,770	Aug. 13 –	Failed to reach agreement; em ployees locked out after slow down—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER 1973 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days October	 Accumulated	Starting Date Termination Date	Major Issues Result
TEXTILES						
Consolidated Textiles Limited, St. Hyacinthe and Joliette, Qué.	Syndicat du Textile de Soie Inc. (CSD)	230	3,220	31,740	Apr. 4 Oct. 22	Wages, 5-day work week—Wage increase of 95¢ over 3 years; increase of vacation pay.
WOOD						
MacMillan Bloedel Ltd., Red Band, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	190	4,180	65,740	June 19/72 —	Not reported—
Canadian Forest Products, Huntting-Merritt, B.C.	Woodworkers Loc. 1-427 (AFL-CIO/CLC)	200	4,400	57,200	Sep. 13/72 —	Protest against the suspension of fellow workers for alleged slowdown—
Harmac Pulp and Paper Ltd., Nanaimo, B.C.	Pulp & Paper Workers of Canada Loc. 8 (CCU)	1,050	6,300	30,450	Aug. 28 Oct. 10	Dispute over firing of eight employees—Mediation of third party.
Raven Lumber, Campbell River, B.C.	Woodworkers Loc. 1-363 (AFL-CIO/CLC)	125	1,130	1,130	Oct. 12 Oct. 25	Firing of an employee—Question went to arbitration.
FURNITURE AND FIXTURES						
Artistic Woodwork Co. Ltd., North York, Ont.	Canadian Textile and Chemical Union Loc. 570 (CCU)	120	2,640	6,000	Aug. 21 —	Union security—
A.P. Furniture Inc., Laurier Station, Qué.	Building and Woodworkers Federation (CNTU)	140	3,080	5,740	Sep. 4 —	Wages, hours—
PAPER						
Ontario-Minnesota Pulp & Paper Co. Ltd. (of Boise Cascade Co.), Fort Frances, Ont.	Machinists Lodge 771 (AFL-CIO/CLC)	803	17,780	70,550	July 3 —	Wages, hours, fringe benefits—
Ontario-Minnesota Pulp & Paper Co. Ltd., Kenora, Ont.	Int. Operating Engineers Loc. 490 Machinists Loc. 559 I.B.E.W. Loc. 940 (AFL-CIO/CLC)	720	7,200	48,960	July 9 Oct. 16	Wages, hours, fringe benefits—Contract ratified.
Canadian International Paper Company, La Tuque, Gatineau and Trois-Rivières, Qué.	United Paperworkers Various locals (AFL-CIO/CLC)	3,190	36,460	187,820	July 25 Oct. 17	Wages, cost-of-living clause job security, pension plans—23½% increase in a 3-yr. contract.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER 1973 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days October	 Accumulated	Starting Date Termination Date	Major Issues Result
B.C. Cellulose Company Interior Pulp Operations, Castlegar, B.C.	Pulp and Paper Workers Loc. 1 (CCU)	320	1,830	15,780	Aug. 1 Oct. 12	Wages, other matters—Worke returned to work while nego tiations continued.
Canadian International Paper Company, Hawkesbury, Ont.	United Paper-workers International Union Loc. 28 (AFL-CIO/CLC)	380	5,130	19,950	Aug. 3 Oct. 19	Wages, fringe benefits, lengt of contract—33¢ to 40¢ an h increase; increased retiremen pension.
New Brunswick International Paper Company, Dalhousie, N.B.	Four unions	925	17,580	51,810	Aug. 8 Oct. 27	Wages, pension plan, cost-of living escalator, job classifica tion plan, job security—No reported.
Price Brothers Co., Alma, Jonquière and Kénogami, Qué.	Pulp and Paper Workers' Federation (CNTU)	1,987	44,000	117,050	Aug. 10 –	Wages, hours, fringe benefits–
MacMillan Rothesay Ltd., Saint John, N.B.	United Paper-workers Locs. 601 & 907 (AFL-CIO/CLC)	450	1,350	8,100	Sep. 9 Oct. 4	Wages, pension and vacations 40¢ an hr. 1st. yr., 8½% 2nd yr improved shift differential, va cation & pension formula safety conditions & medica provisions.
Ontario Paper Co., Thorold, Ont.	Five unions (AFL-CIO/CLC)	1,100	19,640	20,800	Sep. 29 Oct. 26	Special trades adjustments union recognition and workin conditions—Increase of 8.5 pe cent in each yr. and trade ad justments for skilled worker–
Thurso Pulp and Paper Co., Thurso, Qué.	Woodworkers Loc. 2-152 (AFL-CIO/CLC)	160	3,520	3,520	Oct. 1 –	Wages–
E.S. & A. Robinson, Leaside, Ont.	Printing Pressmen Loc. 466 (AFL-CIO/CLC)	450	7,200	7,200	Oct. 10 –	Not reported–
PRIMARY METALS						
Canadian Steel Foundries, Montréal, Qué.	Steelworkers Loc. 6859 (AFL-CIO/CLC)	800	8,000	8,800	Sep. 28 Oct. 16	Dispute over working condi tions – Questions – Questio submitted to binding arbi tration.
Sidbec-Dosco, Contrecoeur, Qué.	Steelworkers (AFL-CIO/CLC)	120	600	600	Oct. 22 Oct. 29	Worked done by non-union per sonnel, promotions, transfers job classifications and salaries Nor reported.
METAL FABRICATING						
Combustion Engineering Superheater Ltd., Sherbrooke, Qué.	Machinists Loc. 530 (AFL-CIO/CLC)	420	9,240	21,420	Aug. 20 Oct. 29	Not reported—Not reported.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER 1973 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days. October	Duration in Man-Days. Accumulated	Starting Date Termination Date	Major Issues Result
MACHINERY						
George White & Sons Co. Ltd., London, Ont.	Machinists Loc. 2029 (AFL-CIO/CLC	115	1,270	7,600	July 12 Oct. 17	Wages, cost-of-living plan & fringe benefits—10¢ per hr. in fringe benefits.
Mathews Conveyer Co. Ltd., Port Hope, Ont.	Machinists Loc. 1805 (AFL-CIO/CLC)	230	5,060	9,660	Aug. 31 —	Cost-of-living bonuses—
Olivetti Canada Limited, Don Mills, Ont.	Steelworkers Loc. 4848 (AFL-CIO/CLC)	120	1,800	1,800	Sep. 10 Oct. 1	Not reported—Not reported.
Armour Elevator, Pickering, Ont.	Machinists Loc. 2524 (AFL-CIO/CLC)	271	1,360	5,430	Sep. 10 Oct. 9	Wages—24% increase over 28 months, upgrading of job, improved vacations, hospital plan.
TRANSPORTATION EQUIPMENT						
National Steel Car Corporation Ltd., Hamilton, Ont.	Steelworkers Loc. 7135 (AFL-CIO/CLC)	900	4,500	73,800	June 11 Oct. 9	Disagreement over incentive clause in contract—Not reported.
ELECTRICAL PRODUCTS						
Fleetwood Corp., Montréal, Qué.	Machinists Loc. 2146 (AFL-CIO/CLC)	350	7,700	26,600	July 16 Oct. 17	Wages & other—25% increase over a 3-yr. contract; improved fringe benefits.
Great Lakes Carbon, Berthierville, Qué.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	190	4,180	9,690	Aug. 19 —	Working conditions—
RCA Ltd., Montréal, Qué.	Independent Union	130	2,860	6,630	Aug. 20 —	Not reported—
NON-METALLIC MINERAL PRODUCTS						
Asbestonos Corp., St. Lambert, Qué.	Auto Workers Loc. 1469 (CLC)	176	1,410	22,530	Apr. 10 Oct. 12	Not reported—28 month contract with minimum hike of 80¢ an hr. and improved benefits.
Domtar (Matériaux de construction) Laprairie, Qué.	Glass and Ceramic Workers Loc. 215 (AFL-CIO/CLC)	105	2,310	6,200	Aug. 8 —	Not reported—
Shockbeton Inc., Saint-Eustache, Qué.	Steelworkers Loc. 7443 (AFL-CIO/CLC)	165	500	500	Oct. 27 —	Wages—
PETROLEUM AND COAL PRODUCTS						
Texaco Canada Ltd., Port Credit, Ont., Don Mills, Ont.	Oil Workers Locs. 9593 & 9599 (AFL-CIO/CLC)	280	3,360	9,520	Aug. 29 Oct. 18	Overtime payments, grievance procedure—Wage increase of 8% in 1st yr. & 7.5 per cent 2nd year.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER 1973 (PRELIMINARY) (CONT.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: October	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
CHEMICAL PRODUCTS						
Dow Chemical of Canada Ltd., Sarnia, Ont.	Oil Workers Loc. 9-672 (AFL-CIO/CLC)	800	10,400	10,400	Oct. 13 –	Failure to negotiate contra hours of work–
Polymer Corporation Building Systems Division, Milton, Ont.	Three unions	200	900	900	Oct. 22 Oct. 29	Protest increase given to maintenance men–Return work.
MISCELLANEOUS						
Bulova Watch, Toronto, Ont.	Steelworkers Loc 1111 (AFL-CIO/CLC)	114	110	110	Oct. 22 Oct. 23	Not reported–Not reported.
Construction						
Construction Assoc. Management Labor Bureau, Mainland Nova Scotia	Various unions (AFL-CIO/CLC)	150	1,800	166,120	May 7 Oct. 18	Wages, other matters–Wa increases, other improve benefits.
Mechanical Contractors Ass'n. of Alberta, Southern Alberta-Red Deer to U.S. Border.	Plumbers Loc. 496 (AFL-CIO/CLC)	913	15,520	39,260	Aug. 23 Oct. 25	Wages, fringe benefits–Wa increase, improved benefits.
Alberta Insulators Contractors Assoc., Calgary area-Red Deer to U.S. Border.	Asbestos Workers Loc. 126 (AFL-CIO/CLC)	115	2,530	4,940	Aug. 31 –	Wages, hours, working cond tions–
Hydro-Québec, Complexe Manic-Outardes, Qué.	Public Service Employees Fed'n, (CNTU)	164	3,610	4,920	Sep. 19 –	Wages, working hours–
Alberta Construction Labour Association, Edmonton, Alberta.	Carpenters Loc. 1325 (AFL-CIO/CLC) & other unions	2,610	26,100	26,100	Oct. 1 Oct. 16	Wages & fringe benefits–Wa increase and improved frin benefits.
Plastering Association of Toronto, Toronto, Ont.	Plasterers Loc. 48 (AFL-CIO/CLC)	250	2,750	2,750	Oct. 17 –	Not Reported–
Transportation and Utilities						
TRANSPORTATION						
*CP Air-Vancouver International Airport, Vancouver, B.C.	Machinists Loc. 764 (AFL-CIO/CLC)			54,060	July 25 Oct. 1	Wages, vacations, pensio plans and reduced work week 9% wage increase 1st yr. and 8 2nd yr.; improved vacations.
*Grimshaw Trucking & Distributing Ltd., Edmonton, Alta.	Teamsters Loc. 362 (Ind.)	105	530	530	Oct. 1 Oct. 9	Wages–Accepted conciliation

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER 1973 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days October	 Accumulated	Starting Date Termination Date	Major Issues Result
British Columbia Railway, Squamish, B.C.	Various unions	383	2,740	2,740	Oct. 15 Oct. 25	Wages & length of contract—18% increase over 22 months; dental and long-term disability insurance, more holidays.
COMMUNICATION						
Okanagan Telephone Company, Okanagan Valley, B.C.	Federation of Telephone Workers of British Columbia (CLC)	550	12,100	27,180	Aug. 21 —	Wages, pension plan—
Radio Québec, Montréal, Qué.	Service Employees Federation (CNTU)	143	2,250	4,190	Sep. 12 —	Wages, schedules and other—
Trade						
Association des Epiciers détaillants en alimentation, Jonquière, Qué.	Commerce Federation (CNTU)	444	9,770	9,770	Oct. 12 —	Slowness in negotiations—
Services						
EDUCATION						
University of Manitoba, Fort Garry, Man.	Canadian Industrial Mechanical and Allied Workers (CCU)	450	6,300	6,300	Oct. 12 —	Wages—
McGill University, Montréal, Qué.	Service Employees Loc. 298 (AFL-CIO/CLC)	260	1,040	1,040	Oct. 15 Oct. 19	Wages—Wage increase from 22 to 24% over a two-yr. contract.
School District, No. 34, Abbotsford, B.C.	Carpenters Loc. 1670 (AFL-CIO/CLC)	126	820	820	Oct. 23 —	Wages and expiry date of contract—
HEALTH AND WELFARE						
*Health and Welfare and Other Depts. (Represented by Treasury Board), Canada-wide.	Professional Institute of Public Service of Canada (Ind.)	224	750	750	Oct. 22 Oct. 26	Wages, wage disparity—Return of nurses after protest actions.
SERVICE TO BUSINESS						
*Atomic Energy of Canada Ltd., Pinawa, Man.	Machinists Loc. 608 (AFL-CIO/CLC)	122	2,680	4,510	Sep. 8 —	Wages & improved benefits—
*Atomic Energy of Canada Ltd., Chalk River, Ont.	Various unions Atomic Energy Allied Council	942	20,720	34,850	Sep. 10 —	Wages and fringe benefits—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER 1973 (PRELIMINARY) (CONCL'D.)

Industry Employer — Location	Union	Workers Involved	Duration in Man-Days October	 Accumulated	Starting Date Termination Date	Major Issues Result
Public administration						
PROVINCIAL ADMINISTRATION						
Government of Newfoundland, St. John's, Nfld.	Newfoundland Association of Public Employees	325	980	980	Oct. 26 —	Wages—
LOCAL ADMINISTRATION						
City of Hamilton, Hamilton, Ont.	Public Employees Loc. 167 (CLC)	600	6,000	31,800	July 30 Oct. 16	Wages—Not reported.
City of Edmonton, Edmonton, Alta.	Public Employees Loc. 52 (CLC)	400	400	400	Oct. 4 Oct. 4	General dissatisfaction with proposed agreement—Workers returned to work under court injunction.
Cité de Saint-Léonard Saint-Léonard, Qué.	Public Service Employees Federation (CNTU)	110	1,210	1,210	Oct. 16 —	Wages—

*Federal Jurisdiction

CANADA DEPARTMENT OF LABOUR PUBLICATIONS

ustrial Relations Research in Canada (annual). An inventory of in-trial relations research undertaken by the Department, other gov-ment departments, academic institutions and private individuals. . Cat. No. L2-29/1973.

ONOMICS AND RESEARCH BRANCH

our Organizations in Canada (annual). Contains a brief commen-, the latest statistical data on union membership, and a directory of our organizations with names of their principal officers, publica-s and the geographic distribution of their local branches in Canada. ngual). Price $1.50. Cat. No. L2-2/1972.

es and Lockouts in Canada (annual). Furnishes a record of strikes lockouts occurring in Canada during a year. Tables and related s show strikes and lockouts by years, by areas, by industries, includ-ime lost, number of workers involved, duration, etc. Price 75 cents. No. L2-1/1972.

e Rates, Salaries and Hours of Labour, 1971. An annual report pub-d in loose-leaf form and followed later by a paperback volume. tains the results of an annual survey at October 1 of occupational e rates and standard hours of work in major communities and most ustries. First-year service, including attractive binder with index tabs paperback volume, $10.00; service without indexed binder. $7.50; ividual tables, free from Surveys Division. Paperback volume, $3.00. ngual). Cat. No. L2-555.

king Conditions in Canadian Industry, 1972. (Bilingual). Price $2.00. No. L2-15/1972.

uctivity, Costs and Prices. An examination of trends in selected ufacturing industries, by Allan A. Porter. 1973. Occasional Paper 7. Price $3.75. Cat. No. L41-1173.

Institutions of Industrial Relations in Continental Europe. by Paul es, Economic Council of Canada. $3.00. Cat. No. L41-1273.

OMEN'S BUREAU

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